FISCAL YEAR 1972

THE STATE OF MONTANA

COMPREHENSIVE MANPOWER PLAN

FISCAL YEAR 1972

FORREST H. ANDERSON, GOVERNOR

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

DATE SUBMITTED - AUGUST 31, 1971

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REORGANIZATION OF THE CAMPS COMMITTEE

INTO THE

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

INTRODUCTION

The increasing number of federal manpower programs and more federal, regional, state and local involvement with the delivery of services, has created a need for new organizational approaches to program coordination. To provide this coordination, the Montana Manpower Planning Advisory Council was established by Executive Letter of the Governor of Montana.

The Montana Manpower Planning Advisory Council will advise the Governor of Montana and the Regional Manpower Coordinating Committee of the need for manpower services in Montana. The Council will establish locally conceived priorities and services required to address these needs. In addition, the Council will develop a comprehensive manpower plan for the state that identifies manpower needs, establishes priorities and makes recommendations to the Governor concerning the delivery of manpower services and program funding.

The plan shall define target areas and identify goals in terms of individuals needing services; employers needing employable workers; and a comprehensive design for the provision of services that will insure a high level of success in moving people into meaningful, steady employment in the shortest, most efficient time possible.

These tasks will be performed with respect to all manpower and manpower related programs, regardless of the funding source.

The Manpower Planning Advisory Council will be expected to assess program operations and efficiency on a continuing basis and recommend to the Governor new program linkages and approaches based on their perception of weak areas in program operations and gaps in the services provided.

State of Montana
Office of The Governor
Helena 59601

FORREST H ANDERSON
GOVERNOR

TO: All Members of Montana Manpower Planning Advisory Council

FROM: Forrest H. Anderson

SUBJECT: Creation of the Montana Manpower Planning Advisory Council

IT IS HEREBY ORDERED AND DIRECTED that the MONTANA MANPOWER PLANNING ADVISORY COUNCIL be created under the Executive Reorganization Act of 1971 (Laws of Montana, 1971, Chapter 272) which authorizes the Governor of Montana to create advisory councils that will furnish advice, gather information, make recommendations and perform other activities which are necessary to comply with federal funding requirements.

The Council will develop program priorities and make recommendations to the Governor for manpower program funding designed to insure the greatest benefit to the citizens of the state of Montana without unnecessary duplication.

The Montana Manpower Planning Advisory Council will assess manpower program operations and efficiency on a continuing basis and make recommendations to the Governor's Office regarding "program mix" and development of innovative approaches in program operations based on the council's perceptions of weak points in present program operations and gaps in the delivery of manpower services.

Members of the Montana Manpower Planning Advisory Council shall be appointed by the Governor and will serve at his pleasure.

A member of the Governor's Executive Staff shall serve as chairman of the Montana Manpower Planning Advisory Council and the vice-chairman and a secretary shall be

selected from the members of the committee.

The Montana Manpower Planning Advisory Council will comply with Federal revisions to the Comprehensive Area Manpower Planning System and shall conform to the requirements of Section 82A-110 of the Executive Reorganization Act of 1971. The Council's purpose, composition, and members are prescribed in the attached approval and record for the Council.

Forrest H. Anderson

FORREST H. ANDERSON
Governor

Functions of the

Montana Manpower Planning Advisory Council

The strength and quality of manpower services in Montana will be based on five basic functions of the Montana Manpower Planning Advisory Council. These basic functions are:

1. Coordination

   -coordinate federal, state and local manpower agencies.

   -concentrate all of the manpower resources available in Montana into an active, comprehensive, and cohesive manpower plan.

   -develop "program mix" so that each program can be tied to related programs in order to develop a better delivery of services.

2. Technical Assistance

   -develop statewide reports, reviews and supply writing assistance to local areas and agencies.

   -supply statistical and technical assistance to agencies in preparing their program proposals.

3. Liaison

   -act as a go-between for different agencies, programs and levels of government.

   -develop a closer working intergovernmental relationship(s) between the local, state, and federal agencies so that manpower agencies may be aware of new ideas and programs.

   -provide knowledge of available programs on an immediate basis.

4. Information

   -make available a better working knowledge of programs to the state and local organizations.

   -inform each manpower agency of any potential manpower programs that are being developed on a national basis.

   -develop an informational system for the gathering of labor market data, manpower program evaluation, and other pertinent information.

5. Innovation

   -encourage the development of innovative manpower programs in attempts to reach target populations.

   -stress an effective delivery system of services to the individual trainee.

The State Council will guide the secretariat staff in developing the state manpower plan for the Governor. This will involve the assessment of needs and the establishment of priorities for specialized statewide program efforts. The plan will constitute the Governor's recommendations to all program agencies for the implementation of specific kinds and levels of programs and his request to the Regional Manpower Administrator for recommended funding.

The State Council will bear the responsibility for providing technical assistance and secretariat support to ancillary planning boards and assuring that the state plan fully considers the needs for program services of all portions of the state not covered by designated area councils.

The Governor, through the State Council, will have the authority to provide oversight, assess and evaluate program operations in those areas covered by his plan, and submit recommendations that reflect this authority.

The Council and its staff will also perform the following defined functions under the direction of the Council chairman:

- Formulate goals, objectives and policy to govern the development and administration of manpower programs in Montana;

- Evaluate the objectives, activities, and delivery systems of all state manpower programs' effectiveness, efficiency, duplication of effort, and deficiencies in service;

- Prepare a comprehensive manpower plan for Montana that will identify the people to be served, formulate a mix of services, organize a delivery system of manpower services, and define agency roles and allocate available resources to provide optimum manpower services and resources to Montana's citizens requiring such services;

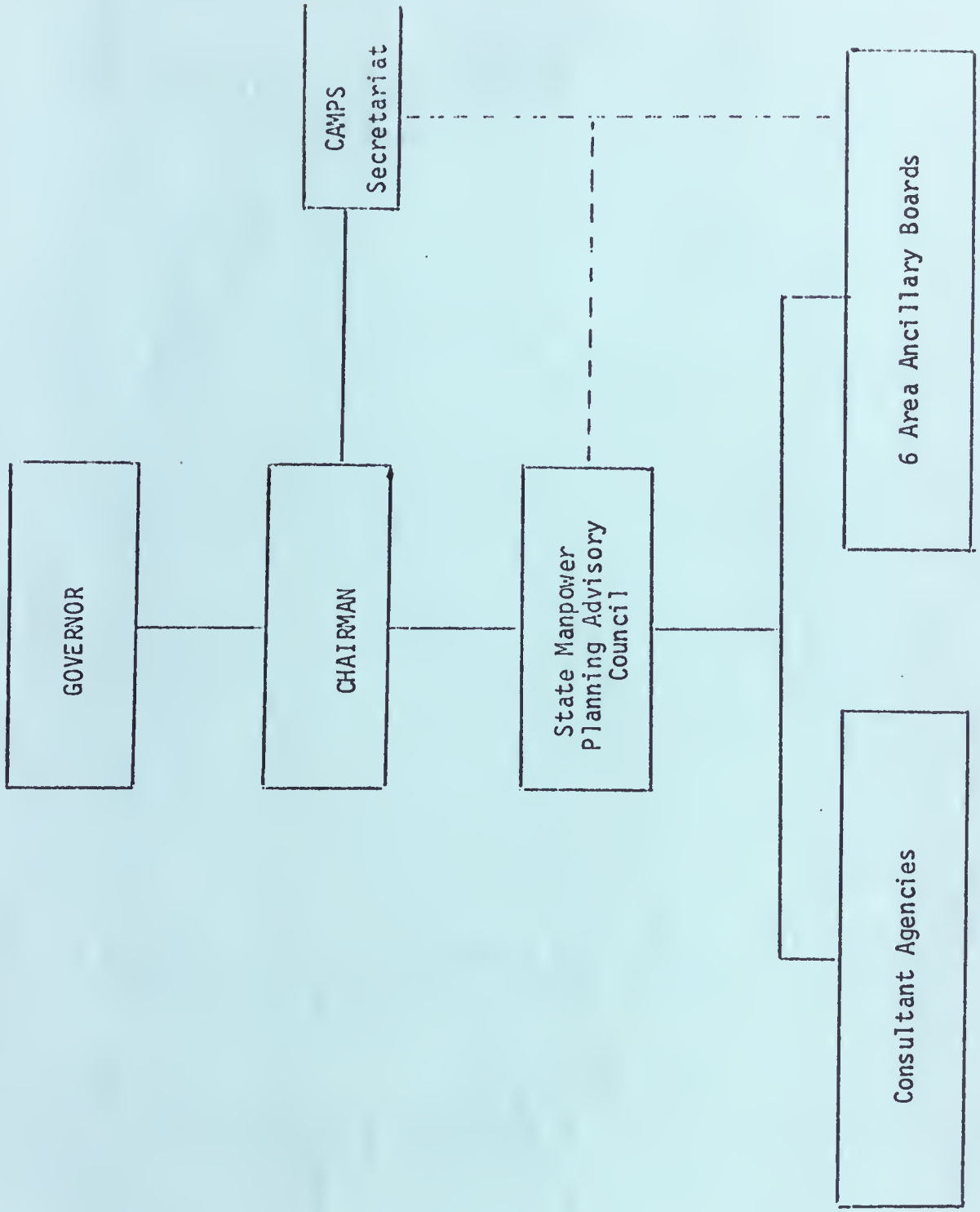
- Approve any modification of programs or new manpower programs, including, but not limited to, staff organization and numbers, physical facilities, services offered, and interagency agreements;

- Review and approve all applications for federal assistance in manpower programs in the state. This control over funding is the essential item for the proper functioning of the Council.

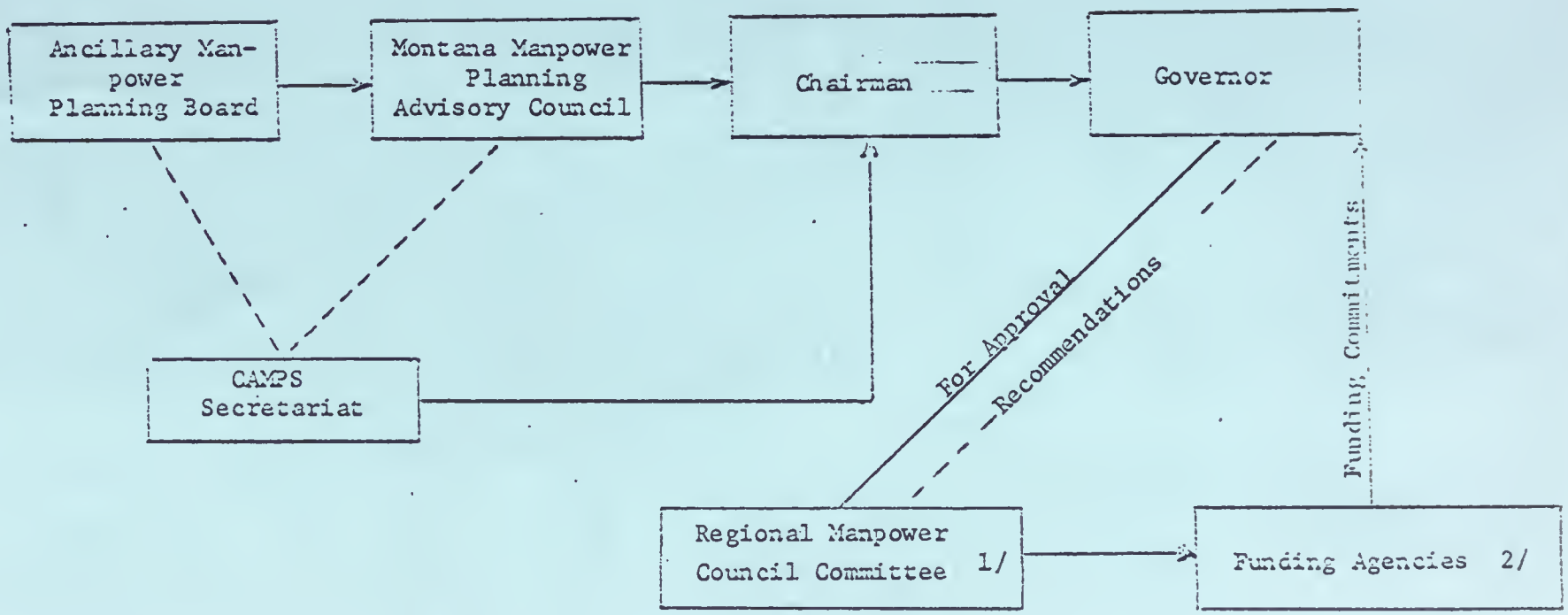
Comprehensive manpower planning must be a regular part of program development and administration. The Manpower Planning Advisory Council is the structure necessary for such a meaningful planning process.

Manpower Planning Advisory Council

Organization Chart



FLOW OF STATE PLAN



1/ State plans will be reviewed and approved in terms of adequacy of plan coverage, program linkages, relationship between programs, etc. The Regional Manpower Council Committee will make any recommendations on the plans as necessary to the Governor's Office.

2/ The Regional Manpower Council, after approval of plan, will make recommendations to funding agencies.

----- Technical Assistance/Recommendations

BY-LAWS OF THE

MONTANA MANPOWER PLANNING ADVISORY COUNCIL

ARTICLE I

NAME

The name of the council shall be the Montana Manpower Planning Advisory Council.

ARTICLE II

PURPOSE

The primary tasks of the Council will be to advise the Governor and the Regional Manpower Coordinating Committee of the needs of Montana for manpower services and of the locally conceived priorities among kinds of services required to address these needs; and to assist the Governor to develop comprehensive manpower plans for the state of Montana that recognize these needs and priorities and make recommendations for appropriate program funding. The Council will review and assess program operations to identify weak areas in program activities to strengthen the quality of existing manpower services.

ARTICLE III

MEMBERSHIP

SECTION I. MEMBERS. The Advisory Council shall consist of representatives of the broadest spectrum of interest in the state, with representatives evenly balanced insofar as possible between the various diversities. The membership model outlined shall be adhered to; however, sufficient flexibility will exist to modify the model where the need is clearly evident to the Governor.

A. Client Sector Representatives. These Council members will be chosen from among, and be representatives of, the basic population groups of manpower program clientele. Client group representatives shall have the confidence of the communities from which they are selected.

B. Agency/Sponsor Representatives. These Council members will be chosen from among, and be representatives of, the vendors of manpower and supportive services. Agency representatives shall be at a decision making level, competent to make commitments on behalf of their organizations.

C. Business/Labor Sector Representatives. These Council members will be representatives of business, labor, the general public and social welfare organizations, as appropriate. Representatives of these sectors shall be chosen on a basis of expertise in areas related to manpower planning.

If a member representing an organization terminates or voluntarily terminates his employment or changes his status with the organization and does not represent manpower programs or the public, the Governor may appoint, upon the advice of the Council, a new member. The Council shall make recommendations for replacement of representatives of organizations or agencies to the Governor. Representatives of counterpart Federal agencies, while not members of the Council itself, may serve when necessary as resource persons for the Council and may join task forces and similar groups when invited. There shall be no voting by proxy.

SECTION II. TENURE. Each member of the Council shall hold office at the pleasure of the Governor. Any officer or committee member may be recommended to the Governor for removal by a majority of the Council.

SECTION III. COMPENSATION. Each member of the Council may, unless he is a full-time salaried officer or employee of the state, be paid in an amount to be determined by the Governor, not to exceed twenty-five dollars ($25.00) for each day in which he is actually and necessarily engaged in the performance of Council duties and shall also be reimbursed for actual and necessary expenses incurred while in the performance of Council duties. Members who are full-time salaried officers or employees of this state may not be compensated for their service as members, but

shall be reimbursed for their expenses. All compensation is dependent on the availability of funds for this purpose.

SECTION IV. ANCILLARY COMMITTEES. With the approval of the Council and the Regional Manpower Coordinating Committee, the Governor may create ancillary manpower planning committees which will make recommendations concerning the implementation of specific kinds and levels of programs needed in their areas. These committees will have the authority to provide general oversight, assess and evaluate manpower operations, and submit recommendations to the Council. Selection of the area ancillary manpower planning committees will adhere to the same model as outlined for the Council.

ARTICLE IV

MEETINGS

SECTION I. MEETINGS. Meetings shall be held monthly on a pre-scheduled date for both the Council and the ancillary committees. Additional Council meetings may be called by the Governor, the Chairman, or a majority of the Council when deemed necessary. Council meetings shall be held in Helena.

SECTION II. NOTICE. Notice of all meetings and an agenda shall be sent by mail to the entire membership at least two weeks in advance of the meeting.

SECTION III. QUORUM. A majority of the membership constitutes a quorum to do business.

SECTION IV. CONDUCT OF MEETINGS. The Chairman shall preside at all meetings and the meetings shall be conducted in accordance with Robert's Rules of Order.

ARTICLE V

OFFICERS

SECTION I. The officers of the Council shall be a Chairman, Vice-Chairman and Secretary.

SECTION II APPOINTMENT, ELECTION, QUALIFICATIONS, AND TERM OF OFFICE. The Chairman shall be the Governor or a designated member of his immediate executive staff. The Vice-Chairman and Secretary shall be elected by the Council members at their first regular monthly meeting. Officers, both appointed and elected, will serve one year terms. No officer, except the appointed chairman, may serve more than two consecutive terms. Should an officer cease to be a Council member, his term as officer shall also cease and a majority of the Council's membership shall elect a replacement for the remainder of his term.

SECTION III. DUTIES OF OFFICERS. The duties of the officers shall be such as usually attached to such offices.

SECTION IV. ANCILLARY COMMITTEE OFFICERS. Ancillary committee officers shall be appointed and selected by the procedures listed under Article V, Sections 1 and 3. The Governor shall appoint the chairmen of the ancillary committees.

SECTION V. AD HOC COMMITTEES. The Governor may appoint ad hoc committees to deal with special areas of interest. These committees shall be comprised on an equitable basis between members of the three major groups, to insure a broad spectrum of representation and sources of information. Selection of the ad hoc committees will adhere to the same model as outlined for the Council.

ARTICLE VI

FISCAL AFFAIRS AND PERSONNEL

SECTION I. FISCAL AFFAIRS. Fiscal affairs including the receipt or disbursement of money shall be administered as set forth by the Federal guidelines.

SECTION II. PERSONNEL. The Council shall be supported by a Secretariat Staff of professional manpower planners in the Governor's office who shall serve as a major source of continuity in Council operations, write plans under the guidance of the Council, gather information, provide background information, assemble information on

program operations and effectiveness, and provide technical assistance to ancillary manpower planning committees. The Secretariat Staff will undertake other assignments at the direction of the Chairman.

ARTICLE VII

APPEAL PROCEDURE

SECTION I. The appeal procedure of the Council is as follows:

Applicants who believe that their viewpoint has not been adequately considered in Council deliberations may prepare dissenting reports which are to be appended to the plan submitted to the Governor.

Where the heads of local jurisdiction believe that the State Council has not adequately covered area needs for state services in their plan, they may so indicate in their comments to the Regional Manpower Coordinating Committee.

Heads of smaller jurisdictions located within an area may also have their dissenting views appended to the plans submitted to the Governor, when they believe that the area or State plan does not adequately consider the needs of their jurisdiction.

ARTICLE VIII

AMENDMENTS

The Council's by-laws may be altered, amended, or repealed and new by-laws adopted, in accordance with the Executive Reorganization Act of 1971 and other state and federal laws and regulations.

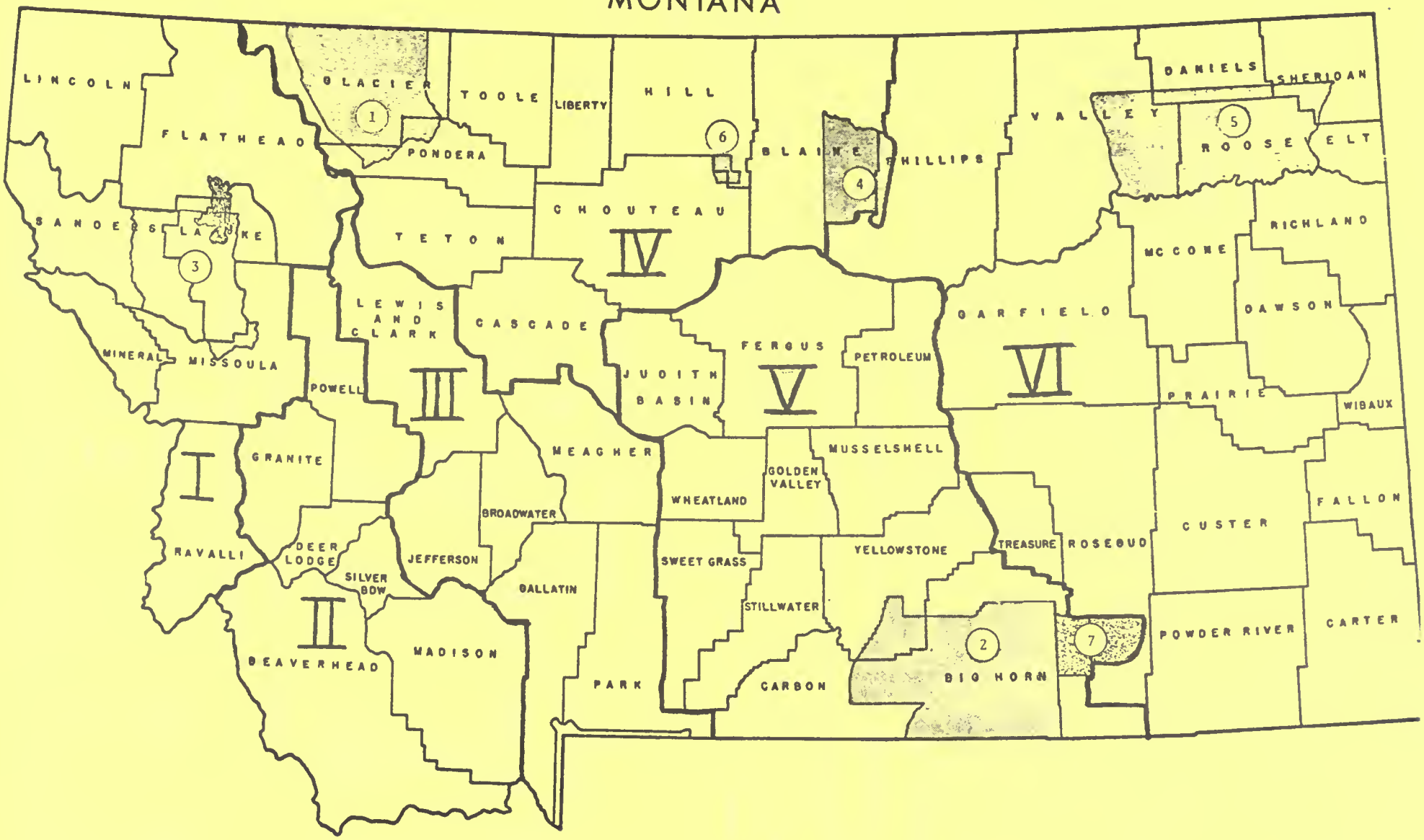
SECTION I. PROCEDURE. Amendments to these by-laws may be made only when:

A. Such amendment(s) is presented to the Council in writing at least fifteen (15) days prior to a regularly scheduled or specially called meeting of the Council.

B. The proposed amendment(s) receive an affirmative vote of two-thirds of the Council membership.

DESCRIPTION OF THE AREA

MONTANA


LINCOLN
FLATHEAD
GLACIER
TOOLE
LIBERTY
HILL
BLAINE
PHILLIPS
VALLEY
DANIELS
SHERIDAN
ROOSEVELT
PONDERA
TETON
CHOUTEAU
SANDERS
LAKE
MINERAL
MISSOULA
POWELL
LEWIS AND CLARK
CASCADE
JUDITH BASIN
FERGUS
PETROLEUM
GARFIELD
MCCONE
RICHLAND
DAWSON
PRAIRIE
WIBAUX
GRANITE
RAVALLI
DEER LODGE
SILVER BOW
JEFFERSON
BROADWATER
MEAGHER
WHEATLAND
GOLDEN VALLEY
MUSSELSHELL
SWEET GRASS
YELLOWSTONE
TREASURE
ROSEBUD
CUSTER
FALLON
BEAVERHEAD
MADISON
GALLATIN
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BIG HORN
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II. DESCRIPTION OF THE STATE

A. Geographic Location and Demographic Data

1. Location and Topographical Features

The state of Montana lies in the northwestern United States encompassing an area in excess of 145,000 square miles. It is bordered on the north by Canada, on the west by Idaho, on the south by Wyoming, and on the east by North and South Dakota. The western portion, corresponding roughly to CAMPS Areas I, II and III, is mostly mountainous terrain, made up of fertile mountain valleys, large rivers, and dense forested areas. The eastern two-thirds of the state constitutes the plains area, made up of mostly rolling terrain, broken hills, and large areas of flat grasslands. Montana's large area and great differences in elevation contribute to a highly diverse climate. Both the climate and the terrain are of special significance as they have much to do with the economy of the state.

2. Population Data - by CAMPS Area - 1970 Census

		Age Distribution			Non-White or	% of Pop.
	Total Pop.	16-21	22-44	45 & over	Minority	Minority
Area I	154,691	17,711	42,460	44,743	4,597	3.0 %
Area II	80,231	8,114	19,009	28,581	1,197	1.5 %
Area III	86,869	12,544	23,197	25,804	1,151	1.3 %
Area IV	146,737	15,424	40,757	40,667	11,851	8.1 %
Area V	133,665	14,476	35,551	41,189	5,881	4.4 %
Area VI	92,152	8,914	23,165	28,700	6,689	7.2 %
TOTALS	694,345 1/	77,183	184,139	209,684	31,366	4.5 %

(Appendix I is a breakdown by county.)

3. Work Force Data - by CAMPS Area - CY 1970 Average

	1970 Population	Civilian Work Force	Total Emp.	Total Unemp.	Unemp. Rate
Area I	154,691	63,790	58,747	5,043	7.9 %
Area II	80,231	30,389	28,558	1,831	6.0 %

1/ This figure does not represent the 64 individuals living in Yellowstone Park, Montana, which is not included in any county or CAMPS area.

3. Work Force Data - by CAMPS Area - CY 1970 Average (Cont.)

	1970 Population	Civilian Work Force	Total Emp.	Total Unemp.	Unemp. Rate
Area III	86,933	37,515	35,220	2,295	6.1 %
Area IV	146,737	56,766	52,932	3,834	6.8 %
Area V	133,665	55,637	52,354	3,257	5.9 %
Area VI	92,152	37,968	35,389	2,579	6.8 %
TOTALS	694,409	282,100	263,200	18,800	6.7 %

(Area and Item totals may not add due to rounding. Appendix IV is a breakdown by county.)

4. Income Structure

Montana's per capita income growth has not kept pace with the national levels. From a ranking of 12th among the states in per capita personal income in 1950, Montana has dropped to 31st in 1968. Dependence on agriculture and the slow progress in non-agricultural industries, due to a national decline in the mining and railroad industries, are the root causes of the population's income problems. No drastic change in the basic structure of Montana industry is foreseen, so continued slow growth (compared to the nation) in per capita income is indicated. Rural areas will be especially hard pressed economically.

Appendix VII is a distribution of family money income by county. This table indicates where the low level incomes are located, mostly the rural counties of the state. Although the data is from 1959 it can be reasonably assumed that the breakdowns are still relevant.

B. Economic Change 1960-1970 and Anticipated Developments 1971-1975

1. Population Changes 1960-1970

	1970 Pop.	1960 Pop.	Change	% Change
Area I	154,691	125,527	+ 29,164	+ 23.2 %
Area II	80,231	87,515	- 7,284	- 8.3 %
Area III	86,933	76,983	+ 9,950	+ 12.9 %
Area IV	146,737	147,636	- 899	- 0.6 %
Area V	133,665	131,530	+ 2,135	+ 1.6 %
Area VI	92,152	105,576	- 13,424	- 12.7 %
TOTALS	694,409	674,767	+ 19,642	+ 2.9 %

(Appendix VI is a breakdown by county.)

Generally, those counties primarily based on an agricultural economy lost population due to the technological changes and mechanization affecting the agriculture industry. The limited number of industries and lack of year-round job opportunities forced many to leave the state in search of employment.

Montana experienced a net out-migration of 58,026 persons from 1960 to 1970 as reflected in the following statistics:

1960 Census Population	674,767
Births 1960-1970	143,494
Deaths 1960-1970	65,826
1970 Pop. by Natural Increase	752,435
1970 Census Population	694,409
Net Migration	- 58,026

Those who left, most of whom were in the 18-24 age group, found opportunities and employment possibilities greater outside the state of Montana. 2/

2. Anticipated Job Opportunities by Major Occupational Groups, 1970-1975

New job opportunities will be in the areas of Professional and Technical Workers, Managers, Clerical Workers, Sales Workers, Construction Craftsmen and Foremen, Operative and Kindred Workers, and Service Workers. Many of these occupations require education and training beyond the capacity of existing manpower programs and only opportunities which can be related to manpower training will be mentioned in this report. The following is a list of potential openings by each major occupational category: 3/

a. Professional, Technical & Kindred Workers

Occupation	No. of Anticipated Job Openings 1970-1975
Medical Technicians	480
Teachers, various	3,100

b. Clerical and Kindred Workers

Stenographers & Typists	3,110
Bookkeepers	1,560
Cashiers and Checkers	730

2/ Annual Manpower Planning Report, page 10.

3/ "Montana Manpower 75", pages I-6 through I-10.

c. Craftsmen, Foremen and Kindred Workers

Occupation	No. of Anticipated Job Openings 1970-1975
Linemen	220
Carpenters	520
Mechanics, Motor	480

d. Service Workers

Protective (Firemen, Policemen, Guards)	510
Cooks, various	1,440
Waiters and Waitresses	1,550
Attendants, Hosp. & Inst. (Nurse Aides)	1,690
Janitors	1,310
LPN's	560

Planning course enrollment levels and content of manpower training programs will be based on expected job opportunities during the next fiscal year and tailored to local needs.

C. Anticipated Industrial Development

Little or no large-scale industrial development is expected in Montana during the next fiscal year. Remoteness from large population centers tends to rule out new manufacturing industries which are market oriented. The possibility of expansion of the mining industry, with new operations at Lincoln, Nye and Troy, does exist, due to the impending takeover of Anaconda Company holdings by the government of Chile. They would be highly mechanized operations and the labor needed would be highly skilled.

Another industry that is important to Montana's development and economic growth is tourism. As more money and leisure time become available and people are becoming more mobile, the tourist industry, during the summer months, has grown substantially the past decade. Tourism has been slow in off-season months, particularly during the winter, but with the proposed Chet Huntley and Chrysler Corporation project to develop the Big Sky recreation complex south of Bozeman and the expansion of Big Mountain winter resort near Whitefish and other winter activities, this industry should experience new opportunities for growth. Any

employment opportunities created by such developments would be in Service and Retail Trade industries.

The Anti-Ballistic Missile project at Malmstrom Air Force Base and the actual sites near Conrad and Shelby have fallen behind on the construction phase. Problems have arisen in regard to the high bids that have been submitted for the project. Another possible problem area is the 10% minority hiring requirements of federal contracts. Efforts are being made by Indian representatives to have area Indians hired to fulfill these requirements.

The AVCO Corporation is continuing to develop the closed Glasgow Air Force Base. A portion of the base has been recently designated as a "dispersal base" for the Air Force. A regional skill training center is also planned for the base. This center should begin operations this fall.

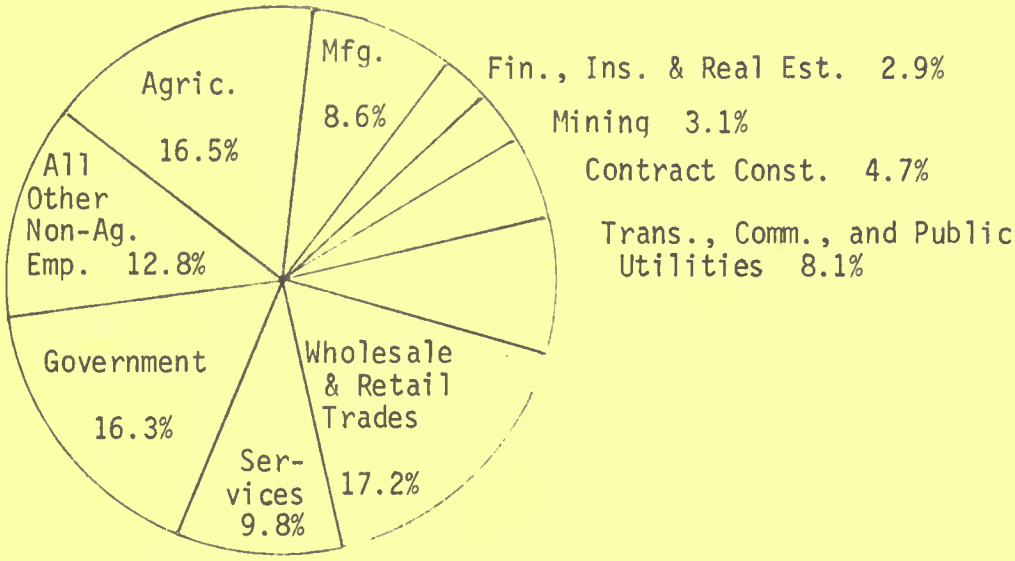
Attempts to attract industry to the Model Cities projects in Butte and Helena are continuing. The Butte Model Cities have several small industries proposed to move into their recent Industrial Park Complex. A recently released Economic Base Study of the Helena area indicates that there will be no new developments in that area, only expansion of the present types of industry.

D. Employment Distribution by Industry - 1960 & Estimated 1975 [4/]

The following diagrams indicate the changing industrial structure of Montana's employed work force from 1960 to 1975.

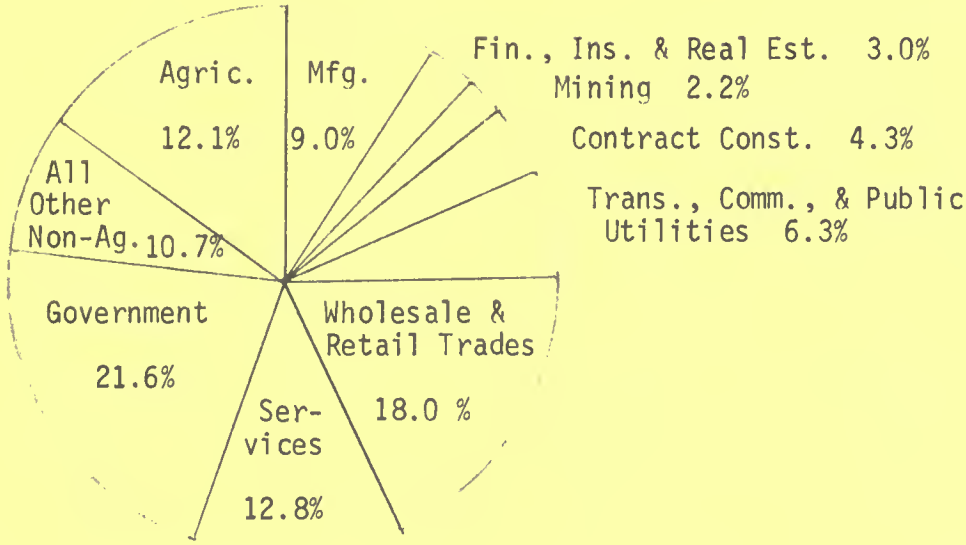
EMPLOYMENT

1960



ESTIMATED EMPLOYMENT

1975



4/ "Montana Manpower 75", page I-3.

IDENTIFICATION OF MANPOWER PROBLEMS

III. IDENTIFICATION OF MANPOWER PROBLEMS

A. Unemployment Rate - 6.7% (1970 Annual Average)

(For average unemployment figures by CAMPS Area, see Labor Force Data in Part I of this report.)

B. Trends in Unemployment

Employment in Montana is very seasonal in nature mostly because of the agriculture, lumber and tourist oriented industries. Unemployment in Montana ranged from 24,500 individuals in February 1971 to a low of 14,100 in October 1970. 5/ By June 1971, 22,500 persons were unemployed, which represents 7.2% of the work force. The largest concentration of unemployment occurs on Montana's seven Indian Reservations where the unemployment rate normally runs between 30% and 50% of the work force. 6/

The following Montana counties are currently classified as areas with high unemployment by the U. S. Department of Labor:

County	County Seat	Unemp. Rate (1970 Avg.)	Labor Supply Classification
Carbon	Red Lodge	7.2 %	Persistent
Flathead	Kalispell	9.0 %	Persistent
Glacier	Cut Bank	15.5 %	Persistent
Granite	Phillipsburg	9.4 %	Persistent
Lewis & Clark	Helena	6.8 %	Substantial
Madison	Virginia City	6.2 %	Persistent
Meagher	White Sulphur Springs	9.3 %	Persistent
Mineral	Superior	8.3 %	Persistent
Musselshell	Roundup	6.9 %	Persistent
Park	Livingston	8.4 %	Persistent
Ravalli	Hamilton	8.3 %	Persistent
Silver Bow	Butte	6.9 %	Persistent
Stillwater	Columbus	7.2 %	Substantial
Valley	Glasgow	8.2 %	Persistent

Montana's seven Indian Reservations also qualify as areas with persistent unemployment problems. These counties (and reservations) are eligible for special aid, including manpower training programs, under the Economic Development Act. The Montana Manpower Planning Advisory Council should be utilized in the planning of

5/ Montana Employment and Work Force, Vol. I, No. 6, page 6.

6/ Montana Annual Manpower Planning Report, page 19.

requests for this special EDA aid. The Economic Development Administration has not participated in CAMPS at the state level even though it has been invited.

C. Identification of Factors Causing Unemployment

Unemployment has risen rapidly due, in part, to recent national economic conditions. Montana's unemployment may also increase if the current copper industry strike becomes a prolonged situation, as in 1967-68. The increased unemployment has included skilled or professional workers but the basic problem continues to be the poor and disadvantaged persons who have problems just entering the labor market. They lack the basic skills and/or education necessary to compete for even the simplest low paying jobs. Youth who have never been trained for an occupation and divorced women who have never been in the labor force make up a large portion of this group.

Social difficulties, such as police records, physical or mental handicaps, lack of transportation, and lack of child care prohibit even the job-ready individual from going to work. Supportive services that complement job training are necessary to solve these problems.

1. Underutilized

Underutilized are those individuals presently employed or not in the work force, who are not utilizing their full capacity to earn a living for themselves and their families. 7/ This category includes the following sub-groups: (1) employed part-time due to inability to find full-time employment, (2) employed full-time but with family income at or below poverty level, and (3) not in the labor force but should be - those persons who are not actively seeking work but should be.

The underutilized represents a large group in Montana (see Appendix III for a breakdown) with most of the persons being classified as working full-time but at poverty level income. The problem is especially evident in rural areas where agriculture is the main industry. The lack of primary industry, which pays good

7/ Annual Manpower Planning Report, page 5.

wages, and the dependence of the economy on employment in the traditionally low-wage retail and service industries also adds to the underutilization problems.

2. Disadvantaged

Disadvantaged are those persons with incomes below the defined poverty level who meet one or more of the following criteria: (1) youth under age 22, (2) high school dropout, (3) minority group member, (4) older worker over 45, and (5) handicapped. Appendix V is a breakdown of the disadvantaged population.

A special problem in the disadvantaged population in Montana is that Indians make up a vast majority of the minority population. Coordinated planning is needed to assure that both reservation and "landless" Indians are provided the manpower services they need.

D. Occupational Shortages - Current Job Opportunities 8/

Employment opportunities, as reflected by U. S. Department of Labor Form MA-7-25A (Nov. 1969), Labor Demand in Hard to Fill Openings, are as follows:

Occupational Title	Number of Unfilled Openings 30 Days or More	Number Range Anticipated In Next Fiscal Year
General Duty Nurse	10	10 - 20
Medical Technologist	4	2 - 10
LPN	6	5 - 15
Accountant	5	5 - 10
Office Manager	4	1 - 5
Manager Trainee	15	10 - 20
Caseworker	8	5 - 10
Parts Clerk	8	5 - 15
Salesman, General	11	10 - 20
Salesman, Driver	4	5 - 10
Waitress, Informal	15	10 - 20
Cook	17	10 - 25
Cook, Ranch	6	5 - 10
Cosmetologist	4	1 - 5
Child Care Attendant	100	85 - 125
Guard	14	10 - 15
Janitor	10	10 - 15
Ranch Hands	12	10 - 20
Ranch Hand, Livestock	40	20 - 45
Farm Hand	225	200 - 300

8/ Annual Manpower Planning Report, pages 18 & 19.

Occupational Title	Number of Unfilled Openings 30 Days or More	Number Range Anticipated In Next Fiscal Year
Sugar Equipment Operator	25	25 - 30
Butcher, All-around	6	5 - 10
Boner	6	5 - 10
Machinist	5	1 - 5
Auto Mechanic	36	30 - 50
Farm Equipment Mechanic	4	2 - 5
Diesel Mechanic	15	15 - 30
Mill Wright	6	5 - 10
Saw Filer	7	5 - 10
TV Repairman	6	5 - 10
Core-Layer, Plywood	6	5 - 10
Upholsterer	10	5 - 10
Boilermaker	6	3 - 6
Auto Body Repairman	8	10 - 15
Welder, Combination	5	5 - 12
Painter	7	10
Carpenter	51	50 - 65
Roofer	5	7 - 15
Transport Driver	4	1 - 5
Service Station Attendant	11	5 - 20
Tractor Operator, Logging	4	1 - 5
Rotary Drill Operator	4	1 - 10
Miner I	90	50 - 75

The above list represents those occupations in which 4 or more unfilled openings, 30 days or more, occurred during the past fiscal year. This list in no way represents all demand occupations. However, it does show the types of occupations which are normally hard to fill. Demand occupations vary from one part of the state to another and from month to month.

E. Economic Assumptions

During the five year period from 1970-1975, planning for manpower services will be based on the following assumptions: 9/

1. Intra-state migration of agricultural workers and their families will continue at least for the first 2-3 year period although at a slower rate. The population of agricultural counties should stabilize by 1975.

2. Most population increases will occur in the urban areas, particularly Helena, Missoula, Great Falls, Bozeman, and Billings. The rate of this increase

9/ Annual Manpower Planning Report, page 13.

will continue at about the same rate due to slow industrial development.

3. Net migration from the state will continue through 1975, particularly in the 18-24 year age group.

IDENTIFICATION OF TARGET POPULATION

IV. IDENTIFICATION OF TARGET POPULATION

IDENTIFICATION OF TARGET POPULATION FOR FY 1972

STATE OF MONTANA

Estimated number of persons needing manpower services by characteristics relevant to their employment problems.

TARGET GROUP	NUMBER OF PERSONS
1. Unemployed (Poor Only) 10/	3,162
2. Underutilized (Poor Only) 10/	23,395
a. Employed Poor	19,903
b. Part-Time Employed	1,480
c. Not in Labor Force, But Should Be	2,012
3. Total Universe of Need 11/	109,262
a. Poor	33,744
(1) Disadvantaged 12/	26,557
(a) Youth - under 22	2,847
(b) Older Workers - over 45	9,661
(c) Minority Group Members	8,695
(d) High School Dropouts	4,509
(e) Handicapped	6,082
(2) Other Poor	7,187
b. Non-Poor	75,318
(1) Near Poverty	20,674
(2) All Other Non-Poor	54,644
4. Persons not included in the target group who may become part of the target population during the year due to technological change, adverse economic conditions, etc.	2,500

10/ Appendix III is a breakdown of the Unemployed and Underutilized Disadvantaged by county.

11/ Appendix II is a breakdown of the Universe of Need by county.

12/ Appendix V is a breakdown of the disadvantaged groups by CAMPS area.

CURRENT MANPOWER SITUATION

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972
(AND COMPARISON TO FY 1971 LEVELS)
(Appendix VIII is a breakdown by area)
STATE OF MONTANA

NAME OF PROGRAM & COMPONENT	RESOURCES AVAILABLE		ENROLLMENT OPPOR. OR PERSONS SERVED		COMMENTS OR EXPLANATION
	FY 1971	FY 1972	FY 1971	FY 1972	
Montana State Employment Service					
1. Job Corps Referral	N/A	N/A	247	280	Referrals to Urban & Rural Training Centers
2. Employment Service Activities	N/A	N/A	57,765 (New Applicants)	65,000	Title III--Social Security Act--23 local offices provide occupational and labor market information, counseling, testing, employer and job development, selection and referral to training, and placement.
3. CEP	1,756,000	1,600,000	313	500	Eligible disadvantaged in Silver Bow, Deer Lodge, Broadwater, Lewis & Clark, Jefferson & Meagher Counties with training centers at Butte and Helena.
4. WIN	629,350	720,000	463	550	Eligible AFDC persons in 13 counties--Missoula, Yellowstone, Cascade, Silver Bow, Lewis & Clark, Big Horn, Valley, Deer Lodge, Mineral, Hill, Blaine, Glacier, Roosevelt--with training centers at Missoula, Butte (CEP), Helena (CEP), Gt. Falls, Glasgow and Billings.
5. Concerted Services Program	25,500	25,500	N/A	N/A	Research manpower needs of Musselshell County (Roundup)
6. JOBS	248,248	320,000	104	107	OJT with National Alliance of Businessmen
7. JOP	137,000	106,000	137	106	OJT
8. STEP		147,000	136	52	Supplemental employment for unemployed graduates of training programs.

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972
(AND COMPARISON TO FY 1971 LEVELS)
(Appendix VIII is a breakdown by area)
STATE OF MONTANA

NAME OF PROGRAM & COMPONENT	RESOURCES AVAILABLE		ENROLLMENT OPPOR. OR PERSONS SERVED		COMMENTS OR EXPLANATION
	FY 1971	FY 1972	FY 1971	FY 1972	
9. MDTA					
Section 231 Institutional	779,768	750,000	503	437	Institutional or upgrade training (Appendix X is an occupational breakdown)
Section 241	440,211	860,000	128	737	Institutional or OJT in EDA areas
Section 251	259,405	399,700	53	70	Multi-Occupational at Montana State Prison, Deer Lodge
10. New Careers	Not in Operation	112,000	Not in Operation	40	Upgrade training for MSES personnel
Division of Vocational Rehabilitation					
Vocational Rehabilitation	1,602,000 (Funds for services do not include admin. costs)	1,850,000	5,400	6,000 (Carryover of 5000, 3000 new referrals with some cases being closed.)	Complete range of services to the handicapped
Manpower Administration					
1. Operation Mainstream	305,000	506,260	73	133	Work Experience
2. NYC In-School	169,000	212,205	300	301	Work Experience
3. NYC Out-of-School	220,000	330,000	73	122	Work Experience
4. NYC Summer	733,000	999,430 (Includes 13,430 carryover)	1,882	2,362	Work Experience
Bureau of Indian Affairs					
1. Adult Vocational Training	426,000	509,000	225	240	Training is on a first-come, first-served basis
2. Direct Employment	320,000	261,000	250	200	Job Placements--100 in Montana & 100 Out of State

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972
(AND COMPARISON TO FY 1971 LEVELS)
(Appendix VIII is a breakdown by area)
STATE OF MONTANA

NAME OF PROGRAM & COMPONENT	RESOURCES AVAILABLE		ENROLLMENT OPPOR. OR PERSONS SERVED		COMMENTS OR EXPLANATION
	FY 1971	FY 1972	FY 1971	FY 1972	
3. OJT	116,000	Funds are received as projects are developed	250	As necessary	OJT contracts on most reservations
Dept. of Housing and Urban Development					
Model Cities					
Butte					
a. Sheltered Workshop	69,432	69,432	95	95	
b. Development Corp.	160,000	160,000	250	250	Development of Industrial Park
c. Demolition Project	50,000	50,000	19	19	
d. Youth in Action	40,000	40,000	40	40	Summer employment for youth
Helena					
a. Sheltered Workshop	45,080	45,080	50	50	
b. Seed Money	206,877	Not avail.	100	100	Loans to businesses
c. City Beautification	27,000	Not avail.	79	30	Summer employment for youth
d. C.O.P.	103,841	103,841	25	25	Teacher training
Bureau of Apprenticeship & Training, DOL					
Apprenticeship	N/A	N/A	300	489 (Approx. 140 new registrations)	
Office of Economic Opportunity					
1. Local CAP Agencies		NO INPUT		NO INPUT	
2. State Economic Opportunity Office		NO INPUT		NO INPUT	
3. Public Service Careers	Not in Operation	168,000	Not in Operation	84	Career Development
Farmers Union					
Green Thumb		Not avail.	70	70	Work Experience

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972
(AND COMPARISON TO FY 1971 LEVELS)
(Appendix VIII is a breakdown by area)
STATE OF MONTANA

NAME OF PROGRAM & COMPONENT	RESOURCES AVAILABLE		ENROLLMENT OPPOR. OR PERSONS SERVED		COMMENTS OR EXPLANATION
	FY 1971	FY 1972	FY 1971	FY 1972	
Dept. of Public Welfare					
1. Career Development Program	164,000	164,000	48	38	A program of employment for the disadvantaged in aide-type, career ladder position
2. Orientation Program	120,000	120,000	75	85	Orientation for disadvantaged to prepare them for further education (BA or BS) in the social work field
3. Under-Graduate Program					Assistance to eligible students working toward degrees in the social work field
Bozeman	106,000	121,000	78	85	
Missoula	497,000	391,000	105	120	
4. Joint program with Voc-Rehab for aid to the needy blind	235,290	235,290+	498	498+	Diagnostic & evaluation of referrals, training, maintenance, supportive services and follow-up activities. 87 were rehabilitated and employed during FY 1971.
Office of the Supt. of Public Instruction					
1. Adult Basic Educ.	173,091	268,018	1,200	1,800	Preparatory academic instruction leading to vocational education
2. Vocational Education	8,758,656	15,000,000	18,500	22,221	Vocational Training
Secondary			13,500	14,665	
Post-Secondary			3,500	4,444	
Adult			1,500	3,112	
3. Office of the Superintendent also cooperates with the Employment Service in planning MDTA Institutional proposals.					

This section consists of brief descriptions of each agency's programs and the relation they have to the total area of manpower training. The statements indicate what phase of manpower training services the agency provides itself and how clients are referred for additional services.

1. Bureau of Indian Affairs

The BIA assists Reservation Indians in attaining their economic independence. Its Division of Employment Assistance offers the following three specific programs: (1) Direct Employment - provides needed services to relocate Indians to areas where a job is available, (2) Adult Vocational Training - job training and basic education provided on reservation sites and the Bureau's four residential training centers, and (3) On-The-Job Training - training provided on or near reservations with supportive services available.

The BIA refers individuals to MDTA training programs, many of which are set up on reservations. Linkages with Vocational Rehabilitation, Employment Service, and other agencies attempt to provide a full range of services to individuals. The BIA is also a source of work sites for NYC and Mainstream programs on the reservations.

2. U. S. Dept. of Housing and Urban Development

HUD representatives have not participated in CAMPS at the state level but have done so through the Model Cities Programs in operation in Butte and Helena. The Model City Agencies work as coordinating facilities between the other groups and as a source of intake from the Model City target population. Model Cities operates Sheltered Workshops for the handicapped in Butte and Helena as a joint effort with the Division of Vocational Rehabilitation. Summer work programs for youth are also provided in the two communities through Model Cities.

As principally an intake and planning agency, Model Cities refers residents to manpower programs in Butte and Helena. Manpower needs for Model Cities are filled

by the Employment Service local offices and Concentrated Employment Program Centers.

3. Division of Comprehensive Health Planning

CHP provides direct leadership and assistance to local areas in comprehensive health planning. The agency attempts, through planning on the local level, to provide low income people with adequate health care. Montana has a shortage of medical personnel, particularly in rural areas. While these problems are not direct manpower training ones, they are part of the supportive services area. The Division also indicates which health-related professions are in demand and these occupations might be related to manpower training.

4. U. S. Economic Development Administration

EDA promotes economic and human resource development in depressed (economically) areas through grants and loans for public works, low cost business loans, grants for planning and studies of local economic development plans. EDA has not actively participated in CAMPS on the state level, even though the mentioned services certainly can be tied to manpower training programs.

5. State Employment Security Commission

The Montana State Employment Service, Division of the ESC, offers a complete range of manpower services to the target group individuals. The 23 local offices of the Employment Service offer intake, placement, counseling, testing, labor market information, and referrals to training to individuals. The Employment Service offers training through its MDTA Institutional, UPTO, and OJT projects. JOBS and JOPS offer varied on-the-job training opportunities. The CEP program, offering a complete range of manpower services to the disadvantaged individual in a six-county area, is administered by the Employment Service. The WIN program, a cooperative effort by the Dept. of Public Welfare and the Employment Service, provides a full complement of manpower services to eligible AFDC wel-

fare cases. The Employment Service (ESC) has also been selected by the Governor to administer the recently passed Emergency Employment Act for the state. The Unemployment Insurance claims paid to the temporarily unemployed are another service of the ESC, through its UI Division.

The Employment Service coordinates its efforts with other agencies on both the individual and administrative levels. Local offices, CEP Centers and WIN Centers refer eligible persons to Vocational Rehabilitation, Welfare, and Community Action Agencies, for various supportive services. Interagency referrals to provide the best possible service to the individual are the goal of the Employment Service linkages.

6. Montana State Department of Public Welfare

The DPW provides grant assistance to the blind, the disabled, the aged, and dependent children; and, in addition, helps to provide day care, medical assistance and other supportive services. The WIN program, a joint effort of DPW and ES, attempts to move AFDC cases from their dependent status to productive employment through job training and a variety of supportive services. The CompreHealth Program in Lewis & Clark County is a pilot program in providing health insurance to the needy. DPW also operates training programs within the agency to train social workers and aides. A joint program of aid to the needy blind is operated in cooperation with Voc-Rehab.

The DPW coordinates with other agencies to provide its cases with the opportunities present. Referrals are made to the E.S. and DVR for job placement or training.

7. Office of the Superintendent of Public Instruction

The Office of the Superintendent of Public Instruction provides vocational training opportunities through 122 high schools, three community colleges, one institution of higher learning, five vocational-technical centers and four

state-maintained institutions. The OSPI works with the Employment Service on the planning level of the MDTA programs. The OSPI is responsible for and conducts the institutional training portion of MDTA programs. The OSPI is responsible for and conducts related training for the apprenticeship programs throughout the state.

8. Montana State Division of Vocational Rehabilitation

The DVR provides a complete range of manpower services to the handicapped individual. Counseling, job training, supportive services, and job development are provided. All phases take somewhat longer for the handicapped individual to complete; therefore, there is a significant carryover factor.

Eligible clients are referred to MDTA or Vo-Tech training programs. Handicapped individuals usually need more intensive and individualized training, so special programs are set up.

9. Montana State Department of Health

The State Dept. of Health is a resource area for (1) supportive services by county health departments and (2) possibilities for training in health-related occupations.

10. Montana State Office of Economic Opportunity

The State OEO attempts to assist and coordinate local CAA Agencies and other projects funded by OEO. These agencies are principally concerned with the organization of poor people; they are intake agencies. The local CAA's also contain many programs which provide supportive services to manpower trainees.

The State OEO assists in the planning of programs to help the poverty level target group. The State OEO is operating a Public Service Careers Program to help upgrade the employees of local government throughout Montana.

11. U. S. Civil Service Commission

The Civil Service Commission participates in CAMPS as a representative of

federal employers, to assure that information on manpower programs is incorporated in Federal agency staffing plans. The Federal Government,is, after all, the nation's largest single employer. The Commission operates no manpower programs and serves only as a source of jobs.

12. U. S. Department of Labor, Manpower Administration

The Manpower Administration has control over NYC and Operation Mainstream programs in Montana. These programs are delegated to CAP's and Indian Tribes. The MA assists all agencies in obtaining grants for manpower programs. The MA also monitors the operation of all DOL manpower training programs.

13. U. S. Department of Labor, Bureau of Apprenticeship and Training

The BAT provides for the promotion, improvement, and expansion of apprenticeship and other industrial training programs. The Bureau anticipates approximately 140 new registrants during the FY. Registrants are referred by the unions and tested by the Employment Service. Current economic conditions have caused a decline in the number of apprentice openings.

14. U. S. Department of Agriculture

The U. S. Dept. of Agriculture is a source of supportive services. The Extension Service offers many services to all state residents including the disadvantaged. The Soil Conservation Service and the Forest Service are sources of employment for trainees. The USFS also has limited training programs during the summer.

The Extension Service in each county serves as a source of referrals to training programs.

15. Farmers Union

The Farmers Union operates the Green Thumb Program in Montana. Green Thumb offers work experience to older retired workers in thirteen counties. The program is designed to provide supplemental income to individuals on a fixed income

of Social Security benefits. Expansion of the program in fiscal year 1972 is being contemplated.

TABLE I

EVALUATION OF RESOURCES IN RELATION TO NEEDS

Type of Service	Total Universe of Need	(Current Resources) Number Served	% Served
1. Intake	109,262	78,177	72 %
2. Counseling	109,262	35,010	32 %
3. Training & Work Experience	109,262	12,506	11 %
4. Job Development & Placement	109,262	32,692	30 %
5. Supportive Services	109,262	10,478	10 %
6. Follow-up Activities	109,262	4,010	4 %

Services Provided by:

Intake - Employment Service, CAP Agencies, Vocational Rehabilitation, Vocational Education, Welfare Department.

Counseling - Employment Service, Vocational Rehabilitation, Welfare Department.

Training & Work Experience - Adult Basic Education, Vocational Education, Vocational Rehabilitation, Employment Service (CEP, WIN, MDTA, JOBS, etc.), NYC, Welfare, Green Thumb, Apprenticeship, Operation Mainstream, Job Corps Referrals, BIA Employment Assistance.

Job Development & Placement - Employment Service, Vocational Rehabilitation, Vocational Education, BIA Employment Assistance.

Supportive Services - CAP Agencies, Employment Service (CEP, WIN, MDTA), Legal Services (OEO funded).

Follow-up Activities - Vocational Rehabilitation, Employment Service (CEP, WIN, MDTA).

SERVICES OFFERED BY MANPOWER AGENCIES IN MONTANA

MANPOWER SERVICES	Basic Education	Vocational Train.	On-the-Job Train.	Work Experience	Program Info.	Counseling	Health Care	Child Care	Labor Mkt. Info.	Loans	Testing	Outreach	Intake	Job Development	Job Placement	Youth Sum. Prog.	Trng. Allowance	Legal Services	Supp. Hosp. or Surg. care of Prosthetic	Mobility	Tools, Equipment or Licenses	Social Services	Bonding	Planning	Sheltered Work.	Mainstream
Bureau of Indian Affairs		X	X									X			X					X						
U. S. Department of Agriculture										X		X				X										
U. S. Department of Housing & Urban Dev.													X			X								X	X	
Div. of Comprehensive Health Planning																								X		
U. S. Economic Development Administration																								X		
Montana State Employment Security Comm.	X	X	X		X	X			X		X	X	X	X	X		X						X	X		
Montana State Dept. of Public Welfare							X	X														X				
Montana State Supt. of Public Instruction	X	X	X	X	X	X			X	X	X	X	X		X	X				X	X			X		X
Montana State Div. of Vocational Rehab.		X				X	X					X	X	X	X		X		X		X					
Montana State Department of Health							X																			
Mont. State Economic Opportunity Office												X	X													
U. S. Civil Service Commission											X				X											
U. S. Dept. of Labor, Manpower Admin.																X										X
U. S. Dept. of Labor, BAT			X																							

ACTIVITIES OFFERED BY MANPOWER PROGRAMS IN MONTANA

ACTIVITIES PERFORMED / PROGRAMS	Adult Basic Educ.	Apprenticeship	Concentrated Employment Program	Cooperative Extension Service	Economic Devel. Administration	Employment Service	Farmers Home Administration	Job Corps	Job Opportunities Business Sector	MDTA	NYC	New Careers	Operation Mainstream	Vocational Education	Vocational Rehabilitation	WIN	Community Action	STEP
Basic Education	0		0					0		0	0	0	0	0	0	0	0	
Vocational Train.		0	0		0			0	0	0		0	0	0	0	0	0	
Program Information	0	0	0	0	0	0		0	0	0				0	0	0		
Counseling	0		0			0		0		0	0		0	0	0	0	0	
General Health Care			0					0		0	0		0		0	0	0	
Job Development		0	0			0		0	0	0	0	0	0		0	0	0	
Outreach	0					0		0	0	0	0			0	0	0	0	
Testing	0					0		0			0			0		0	0	
Job Placement						0		0	0	0	0	0	0	0	0	0	0	
Job Market Infor.						0		0	0	0	0			0	0	0		
Loans							0							0				
Work Experience								0		0	0			0				0
Training Allowance						0		0		0								
Supp. Hosp. or Surg. Care of Prosthetic															0			
Mobility														0	0			
Tools, Equipment & Licenses														0	0			
Day Care																0		

TABLE II

PROGRAMS IN RELATION TO TARGET POPULATION

TARGET GROUP	TOTAL NO. OF PERSONS	NO. SERVED	% SERVED
1. Unemployed (poor only)	3,162	812	26 %
2. Underutilized (poor only)	23,395	2,112	9 %
a. Employed Poor	19,903	1,797	9 %
b. Employed Part-Time	1,480	133	9 %
c. Not in Labor Force, but should be	2,012	182	9 %
3. Total Universe of Need	109,262	15,702	14 %
a. Poor	33,744	8,024	24 %
(1) Disadvantaged	26,557	6,024	23 %
(a) Youth	2,847	1,056	37 %
(b) Older Workers	9,661	286	3 %
(c) Minority	8,697	822	9 %
(d) Dropouts	4,509	790	18 %
(e) Handicapped	6,080	2,585	43 %
(2) Other Poor	7,187	2,000	28 %
b. Non-Poor	75,318	7,678	10 %
(1) Near Poverty	20,674	2,540	12 %
(2) All Other Non-Poor	54,644	5,138	9 %
4. New Entries to the Universe of Need	2,500	250	10 %

A complete breakdown of how the manpower programs serve the target groups is in Appendix IX. This table only shows persons effectively served.

PRIORITIES

PRIORITIES

The following priorities are based on the unmet needs presented in this report. Some could be met by expansion of present services while others would require new programs.

A. Priorities in Respect to Target Population

Table II indicates that Montana's manpower programs are only serving a minority of the target groups and a very small minority in some cases. Unemployed and poor categories appear to receive more service but this is logical due to their almost total lack of employment and income. Types of service available to the different groups should also be taken into consideration. Although relatively high percentages of the youth and handicapped groups receive services, these services consist of work experience, and not permanent job placement.

Manpower programs should be continued at least at the present levels. Any expansion in relation to target groups should relate to the following priorities which are based on the unmet needs of target and special groups.

Dropout Youth Between Ages 15-18 - Youth under age 18 continue to be a manpower problem. Such persons cannot find work until they are 18 due to employer liability requirements. Consequently they are not eligible for most training programs because a job cannot be developed for them upon completion of training. NYC currently has 111 slots in its out-of-school programs which meet possibly 5% of the target group. New programs or expansion of present ones to serve this group should be considered.

Older Workers - The only source of income for many older individuals is their Social Security benefits; therefore, many of these people exist on a poverty level income. Attempts to train or re-train older people and place them in employment have been largely unsuccessful due to many factors. The CAMPS Committee feels that programs to supplement these older workers' meager incomes, such as Public Service Work, are necessary. The Green Thumb program provides this type of work to a

limited number of male, older workers in rural areas of Montana. Similar programs should be provided for females and include urban areas.

Employer of Last Resort Concept - Individuals involved with manpower training have constant contact with individuals who have been identified through counseling sessions as unable to compete in the open job market and probably could never be trained to work under working standards. Programs such as the existing Sheltered Workshops are needed to provide employment for these individuals. It would be a concept of subsidized, sheltered, employment of last resort, not a program of training for an outside occupation.

Rural Residents & Ex-Farm Workers - Rural areas of Montana have economies based solely on agriculture. The mechanization of farming and the subsequent loss of jobs in farming cause "depressed" economic conditions in some rural areas. Agriculture is also a very seasonal source of employment and unemployment runs as high as 15-20% in the winter in some rural areas. Economic development which would create jobs tends to locate in urban areas even in a sparsely populated state like Montana. Serious attempts need to be made to develop industry and jobs in rural Montana.

SPECIAL PRIORITY - Veterans - Although veterans are not a designated target group for CAMPS planning, the Montana State CAMPS Committee feels that manpower services to the veteran should be stressed. As men have returned from service in Southeast Asia and been discharged from the Armed Services, they have found it increasingly difficult to locate employment. The Veterans Administration has assistance programs available to the veteran and these programs should be evaluated and possibly expanded. Unemployment among veterans is a major problem in the contemporary labor market and the state of Montana is no exception to that fact. Action should be instigated as soon as possible as no slowdown in the number of returning veterans is expected.

B. Priorities in Respect to Services

Table I shows that while much of the target population receives intake type service, a far smaller proportion receive training, placement, or other types of

services. Services should be expanded to provide each person with the full range of services needed in his individual case. It is probable that intake with no additional service only leads to alienation of the target group individual.

Expanded manpower program services should relate to the following priorities:

Diagnostic & Evaluation Centers - A program which analyzes the individual and how he can be integrated into the labor force is a vital need. Agencies working with training programs have had experience with individuals who do not really know what occupation they are suited for or would like as a lifetime vocation. In-depth study of the individual's relation to the demands of different occupations would result in a much better success ratio in the training programs. Such services are available in some areas of the state but an expansion of such facilities is a definite need in Montana.

Transportation Problems - Transportation continues to be a major problem for a large number of people in the target groups in Montana. None of the major urban areas of Montana have adequate public transportation facilities and several have none at all. A survey included in the CAMPS Second Quarter Quarterly Review from Area III (Helena) indicated that manpower program trainees would be one of the large user groups for a proposed Mini-Bus service. Stress should be placed on making such proposals become funded projects. Another transportation problem occurs in the rural areas of the state where bus or railroad transportation is almost nonexistent, especially in view of the recently announced Railpax routes. Travel to work is by private automobile and thereby beyond the means of much of the target population.

Day Care Needs - A large number of individuals have listed that day care problems are the major reason for dropping out of training programs or quitting their employment. A state 4-C's Council has been recently established to study child care in Montana. The problems are not always the complete lack of such care but are usually the cost or the location of such care. The CAMPS Committee stresses the need for inexpensive, adequate child care located where it can be fully utilized.

Public Service Employment - Employment in public service fields is needed as a source of job openings during periods of economic slowdown. Trainees cannot be placed on jobs when none exist, so they must be created. The STEP program is an example of this type of employment. It should be clarified that such programs are needed only in periods of high unemployment when job openings are non-existent. This priority would not be listed during periods of low unemployment; for instance, under a 4% rate. Recent national developments, especially the Emergency Employment Act, may affect this priority.

Health Services - Poor health is another reason for dropouts from manpower programs. The problem is twofold including both the high cost of services and the complete lack of some services. Mental health services should be included as well as physical aspects. The CompreHealth program in Helena is a pilot program providing health insurance coverage to low income people. Programs for drug addicts and alcoholics should be initiated or expanded. The area of health services is too large to make a specific priority item but new funding in any of the previously mentioned areas is desirable.

Economic Development - The underlying cause of many of Montana's manpower problems is the lack of economic development. Training programs are difficult to operate when there is no source of jobs. Manufacturing assembly-line type jobs are virtually non-existent in Montana. Continued efforts to bring development to the state are supported by the CAMPS Committee.

Follow-up Services - Follow-up services should be initiated to determine if trainees stay on the job after placement. Information gathered would be useful in the planning of current and future programs. Judgments of the success or failure should not be based on placement but on permanent placement.

Expanded Outreach - Rural residents are not served by the majority of manpower programs as the personnel is just not available to outreach them. Sparse population and long distances make outreach efforts seem fruitless when compared to normal outreach in urban areas. The possibility of having a worker who out-

reaches for all programs in a rural area deserves serious consideration.

C. General Manpower Strategy

The Montana Manpower Planning Advisory Council has developed program priorities and made recommendations for manpower program funding to insure the greatest benefit to the citizens of Montana, particularly the disadvantaged and poor. The Council has only recently been organized and this document represents only a foundation for truly comprehensive manpower planning for fiscal year 1972. Stress will be placed on the evaluation of existing programs on a constant and continuing basis, not a once a year planning session. Innovative approaches in program operations based on the Council's perceptions of present programs will be encouraged.

Comprehensive manpower planning must be a regular part of all program development and administration within the state. Program and course development will be left to the agency involved but the Council reserves the right of review. The Council will insure that manpower programs are relevant in regard to target groups served, occupational courses offered, and range of services provided. Particular emphasis should be placed on what occupations trainees are being prepared for. Occupational training should pertain to the number of available job openings, the skill levels necessary, the expenses of such training, and the possibility of career development in the occupation.

The right to amend or append this plan is expressly reserved for the Council and the Governor. Changes and recommendations on the local levels will be developed as the local ancillary boards are established and functioning.

LIST OF SOURCES OF INFORMATION

Interagency Cooperative Issuance No. 72-2, Structural and Functional Revision of CAMPS - May 1971

Interagency Cooperative Issuance No. 72-1, National Policy Guide, for FY 1972 - May 1971

Interagency Cooperative Issuance No. 71-1, National Planning Guidance for FY 1971 - May 1970

Montana Employment and Work Force - Monthly Reports by Employment Service Research and Analysis, Employment Security Commission - January - August 1971

Social Characteristics of Applicants - Montana Manpower Programs 1970 by Employment Service Research and Analysis, Employment Security Commission - May 1971

Annual Manpower Planning Report, State of Montana FY 1972 by Employment Service Research and Analysis, Employment Security Commission - January 1971

Montana Manpower, Projected Employment 1970-1975 by Employment Service Research and Analysis, Employment Security Commission - April 1971

Manpower Report of the President by U. S. Department of Labor - April 1971

Population Data, 1970 Census of Population - Advance Reports by U. S. Department of Commerce - September 1970

Work Force Breakdowns by Area and County by Employment Service Research and Analysis, Employment Security Commission - August 1971

Summary Guide to Federally Assisted Manpower Training and Support Programs by U. S. Department of Labor - April 1970

Input in regard to individual manpower programs was supplied by the sponsor and/or administrator agency(s) for each program

APPENDIXES

APPENDIX I

POPULATION - 1970

CAMPS Area and County	Square Miles	Total Pop.	Age Distribution 16-21	22-44	45 & over	Non-White or Minority
Area I						
Flathead	5,140	39,460	3,775	10,316	12,099	469
Lake	1,500	14,445	1,365	3,322	5,089	2,243
Lincoln	3,715	18,063	1,703	5,390	4,383	248
Mineral	1,223	2,958	271	794	856	22
Missoula	2,613	58,263	8,609	17,529	14,444	942
Ravalli	2,384	14,409	1,390	3,370	5,336	277
Sanders	2,799	7,093	598	1,739	2,536	396
	19,374	154,691	17,711	42,460	44,743	4,597
Area II						
Beaverhead	5,556	8,187	1,165	2,070	2,558	49
Deer Lodge	738	15,652	1,675	3,491	5,979	408
Granite	1,733	2,737	225	663	1,023	21
Madison	3,530	5,014	448	1,128	1,973	92
Powell	2,337	6,660	606	1,828	2,161	121
Silver Bow	716	41,981	3,995	9,829	14,887	506
	14,610	80,231	8,114	19,009	28,581	1,197
Area III						
Broadwater	1,198	2,526	214	599	896	23
Gallatin	2,517	32,505	6,717	9,236	7,947	302
Jefferson	1,651	5,238	664	1,419	1,489	87
Lewis & Clark	3,466	33,281	3,766	8,719	10,293	655
Meagher	2,354	2,122	182	537	768	25
Park	2,627	11,197	1,001	2,687	4,411	59
	13,183	86,869	12,544	23,197	25,804	1,151
Area IV						
Blaine	4,267	6,727	656	1,582	2,128	1,584
Cascade	2,659	81,804	8,753	24,686	20,725	3,026
Chouteau	3,920	6,473	618	1,551	2,255	167
Glacier	2,974	10,783	977	2,706	2,841	4,616
Hill	2,926	17,358	2,345	4,550	4,738	1,761
Judith Basin	1,880	2,667	213	613	1,024	11
Liberty	1,439	2,359	222	610	691	12
Pondera	1,643	6,611	611	1,637	2,029	556
Teton	2,294	6,116	502	1,418	2,263	50
Toole	1,950	5,839	527	1,404	1,973	68
	25,952	146,737	15,424	40,757	40,667	11,851

CAMPS Area and County	Square Miles	Total Pop.	Age Distribution			Non-White or Minority
			16-21	22-44	45 & over	
Area V						
Big Horn	5,033	10,057	1,006	2,694	2,552	4,039
Carbon	2,070	7,080	597	1,476	3,138	58
Fergus	4,244	12,611	1,110	2,974	4,554	108
Golden Valley	1,178	931	94	222	372	1
Musselshell	1,886	3,734	329	768	1,595	5
Petroleum	1,650	675	63	167	244	2
Stillwater	1,797	4,632	401	1,086	1,836	37
Sweet Grass	1,846	2,980	262	683	1,243	2
Treasure	984	1,069	96	286	341	5
Wheatland	1,422	2,529	237	556	995	22
Yellowstone	2,635	87,367	10,281	24,639	24,319	1,602
	24,745	133,665	14,476	35,551	41,189	5,881
Area VI						
Carter	3,313	1,956	156	485	731	9
Custer	3,765	12,174	1,280	2,977	4,050	113
Daniels	1,443	3,083	250	721	1,185	18
Dawson	2,358	11,269	1,178	2,996	3,090	73
Fallon	1,633	4,050	375	1,095	1,138	17
Garfield	4,595	1,796	166	456	593	2
McCone	2,594	2,875	267	708	910	18
Phillips	5,228	5,386	489	1,268	1,845	271
Powder River	3,285	2,862	278	845	706	39
Prairie	1,727	1,752	179	399	720	13
Richland	2,065	9,837	910	2,448	3,149	60
Roosevelt	2,385	10,365	1,061	2,508	3,020	3,164
Rosebud	5,032	6,032	565	1,561	1,764	1,829
Sheridan	1,700	5,779	495	1,370	2,062	49
Valley	4,961	11,471	1,116	3,007	3,226	1,013
Wibaux	889	1,465	149	321	511	1
	46,973	92,152	8,914	23,165	28,700	6,689

APPENDIX II

UNIVERSE OF NEED - FY 1972 Estimate

Area	Universe of Need Total	Poor		Non-Poor	
		Disadvantaged	Other Poor	Near Poverty	Other Non-Poor
Area I					
Flathead	7,783	1,895	513	1,476	3,899
Lake	2,842	692	187	539	1,424
Lincoln	3,556	866	234	674	1,782
Mineral	581	143	38	110	290
Missoula	11,547	2,821	757	2,210	5,757
Ravalli	2,842	692	187	539	1,424
Sanders	1,409	342	94	265	708
	30,560	7,453	2,010	5,813	15,284
Area II					
Beaverhead	1,137	276	74	216	571
Deer Lodge	2,170	529	143	411	1,087
Granite	379	92	25	72	190
Madison	693	169	46	131	347
Powell	923	225	61	175	462
Silver Bow	5,823	1,418	384	1,104	2,917
	11,145	2,709	733	2,109	5,574
Area III					
Broadwater	494	120	32	93	247
Gallatin	6,368	1,547	419	1,205	3,184
Jefferson	1,024	249	67	194	512
Lewis & Clark	6,529	1,586	431	1,236	3,267
Meagher	415	101	27	78	207
Park	2,193	533	144	415	1,097
	17,023	4,136	1,120	3,221	8,514
Area IV					
Blaine	856	208	56	162	428
Cascade	10,429	2,535	687	1,973	5,215
Chouteau	824	200	54	156	412
Glacier	1,371	333	90	259	686
Hill	2,208	537	145	418	1,104
Judith Basin	338	82	22	64	169
Liberty	298	73	20	57	150
Pondera	841	204	55	159	420
Teton	777	189	51	147	389
Toole	742	180	49	140	371
	18,684	4,541	1,229	3,535	9,344

Area	Universe of Need Total	Poor		Non-Poor	
		Disadvantaged	Other Poor	Near Poverty	Other Non-Poor
Area V					
Big Horn	1,404	341	92	266	702
Carbon	988	240	65	187	494
Fergus	1,761	428	116	333	881
Golden Valley	129	31	8	24	64
Musselshell	521	127	34	99	261
Petroleum	93	23	6	18	47
Stillwater	646	157	42	122	323
Sweetgrass	415	101	27	78	207
Treasure	148	36	10	28	74
Wheatland	353	86	23	67	177
Yellowstone	12,215	2,969	805	2,311	6,109
	18,673	4,539	1,228	3,533	9,339
Area VI					
Carter	279	68	18	53	140
Custer	1,746	423	115	329	871
Daniels	440	107	29	83	220
Dawson	1,615	391	106	305	805
Fallon	578	141	38	109	289
Garfield	256	62	17	48	128
McCone	410	100	27	78	205
Phillips	770	187	51	146	385
Powder River	408	99	27	77	204
Prairie	250	61	16	47	125
Richland	1,406	342	93	266	703
Roosevelt	1,481	363	97	284	747
Rosebud	862	209	57	163	431
Sheridan	826	201	54	156	413
Valley	1,642	398	108	310	820
Wibaux	208	51	14	39	104
	13,177	3,203	867	2,493	6,590

Area and Item totals may not add due to rounding.

DISADVANTAGED
UNEMPLOYED & UNDERUTILIZED - FY 1972

Area	Unemployed (poor only)	Underutilized		
		Employed part-time	Emp. full-time below poverty level income	Not in labor force but should be
Area I				
Flathead	226	106	1,424	145
Lake	83	39	521	53
Lincoln	102	48	645	65
Mineral	17	8	107	11
Missoula	332	156	2,093	212
Ravalli	83	39	521	53
Sanders	41	18	256	26
	884	414	5,567	563
Area II				
Beaverhead	33	16	208	21
Deer Lodge	63	29	394	40
Granite	11	5	69	7
Madison	20	9	126	13
Powell	27	13	168	17
Silver Bow	169	79	1,065	107
	323	151	2,030	205
Area III				
Broadwater	8	4	53	5
Gallatin	193	90	1,216	123
Jefferson	25	12	158	16
Lewis & Clark	199	93	1,251	127
Meagher	6	3	35	3
Park	62	29	388	39
	493	231	3,101	313
Area IV				
Blaine	25	12	158	16
Cascade	303	141	1,905	193
Chouteau	24	11	151	15
Glacier	40	19	250	25
Hill	64	30	401	41
Judith Basin	9	4	59	6
Liberty	8	4	52	5
Pondera	24	11	151	15
Teton	23	11	145	15
Toole	21	10	131	13
	541	253	3,403	344

DISADVANTAGED
UNEMPLOYED & UNDERUTILIZED - FY 1972

Area	Unemployed (poor only)	Underutilized		
		Employed part-time	Emp. full-time below poverty level income	Not in labor force but should be
Area I				
Flathead	226	106	1,424	145
Lake	83	39	521	53
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Mineral	17	8	107	11
Missoula	332	156	2,093	212
Ravalli	83	39	521	53
Sanders	41	18	256	26
	884	414	5,567	563
Area II				
Beaverhead	33	16	208	21
Deer Lodge	63	29	394	40
Granite	11	5	69	7
Madison	20	9	126	13
Powell	27	13	168	17
Silver Bow	169	79	1,065	107
	323	151	2,030	205
Area III				
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Chouteau	24	11	151	15
Glacier	40	19	250	25
Hill	64	30	401	41
Judith Basin	9	4	59	6
Liberty	8	4	52	5
Pondera	24	11	151	15
Teton	23	11	145	15
Toole	21	10	131	13
	541	253	3,403	344

Area	Unemployed (poor only)	Employed part-time	Emp. full-time below poverty level income	Not in labor force but should be
Area V				
Big Horn	40	19	253	26
Carbon	29	13	180	18
Fergus	51	24	115	32
Golden Valley	4	2	27	3
Musselshell	15	7	93	9
Petroleum	3	1	20	2
Stillwater	19	9	120	12
Sweetgrass	12	5	73	7
Treasure	4	2	27	3
Wheatland	11	5	66	8
Yellowstone	352	166	2,227	224
	540	253	3,401	344
Area VI				
Carter	7	3	46	5
Custer	51	24	324	33
Daniels	13	6	81	8
Dawson	47	22	296	31
Fallon	17	8	104	11
Garfield	7	3	46	5
McCone	13	6	81	8
Phillips	22	10	139	14
Powder River	13	6	81	8
Prairie	7	3	46	5
Richland	38	19	250	26
Roosevelt	42	20	262	27
Rosebud	26	12	157	16
Sheridan	26	12	157	16
Valley	47	22	296	31
Wibaux	5	3	35	3
	381	178	2,400	243

Area and Item totals may not add due to rounding.

APPENDIX IV

MONTANA POPULATION AND EMPLOYMENT BY COUNTY

1970

CAMPS Area and County	1970 Pop.	1970 Avg. Civilian Work Force 1/	Total Emp.	Total Unemp.	Unemp. Rate	EDA Designation
Area I						
Flathead	39,460	14,207	12,926	1,281	9.0	Persistent
Lake	14,445	7,159	6,266	893	12.5	
Lincoln	18,063	9,021	8,361	660	7.3	
Mineral	2,958	1,150	1,055	95	8.3	Persistent
Missoula	58,263	23,566	22,137	1,429	6.1	
Ravalli	14,409	5,379	4,930	449	8.3	Persistent
Sanders	7,093	3,308	3,072	236	7.1	
TOTALS	154,691	63,790	58,747	5,043	7.9	
Area II						
Beaverhead	8,187	3,798	3,601	197	5.2	
Deer Lodge	15,652	5,759	5,513	246	4.3	
Granite	2,737	970	879	91	9.4	Persistent
Madison	5,014	2,278	2,137	141	6.2	Persistent
Powell	6,660	2,928	2,790	138	4.7	
Silver Bow	41,981	14,656	13,638	1,018	6.9	Persistent
TOTALS	80,231	30,389	28,558	1,831	6.0	
Area III						
Broadwater	2,526	1,099	1,050	49	4.5	
Gallatin	32,505	15,252	14,545	707	4.6	
Jefferson	5,238	1,967	1,833	134	6.8	
Lewis & Clark	33,281	13,346	12,443	903	6.8	Substantial
Meagher	2,122	1,199	1,087	112	9.3	Persistent
Park	11,261	4,652	4,262	390	8.4	Persistent
TOTALS	86,933	37,515	35,220	2,295	6.1	
Area IV						
Blaine	6,727	2,786	2,587	199	7.1	
Cascade-SMSA	81,804	30,813	29,124	1,689	5.5	
Chouteau	6,473	2,321	2,168	153	6.6	
Glacier	10,783	4,016	3,392	624	15.5	Persistent
Hill	17,358	6,726	6,194	532	7.9	
Judith Basin	2,667	1,380	1,318	62	4.5	
Liberty	2,359	944	906	38	4.0	
Pondera	6,611	2,368	2,198	170	7.2	
Teton	6,116	2,826	2,620	206	7.3	
Toole	5,839	2,586	2,425	161	6.2	
TOTALS	146,737	56,766	52,932	3,834	6.8	

CAMPS Area and County	1970 Pop.	1970 Avg. Civilian Work Force 1/	Total Emp.	Total Unemp.	Unemp. Rate	EDA Designation
Area V						
Big Horn	10,057	3,693	3,290	403	10.9	
Carbon	7,080	2,787	2,585	202	7.2	Persistent
Fergus	12,611	5,109	4,844	265	5.2	
Golden Valley	931	380	360	20	5.3	
Musselshell	3,734	1,444	1,344	100	6.9	Persistent
Petroleum	675	393	370	23	5.9	
Stillwater	4,632	1,509	1,401	108	7.2	Substantial
Sweet Grass	2,980	1,490	1,432	58	3.9	
Treasure	1,069	383	362	21	5.5	
Wheatland	2,529	1,432	1,364	68	4.7	
Yellowstone-SMSA	87,367	37,017	35,002	1,989	5.4	
TOTALS	133,665	55,637	52,354	3,257	5.9	
Area VI						
Carter	1,956	714	687	27	3.8	
Custer	12,174	4,544	4,364	180	4.0	
Daniels	3,083	1,513	1,413	100	6.6	
Dawson	11,269	3,962	3,789	173	4.4	
Fallon	4,050	2,011	1,854	157	7.8	
Garfield	1,796	842	801	41	4.9	
McCone	2,875	1,138	1,063	75	6.6	
Phillips	5,386	1,967	1,842	125	6.4	
Powder River	2,862	1,468	1,368	100	6.8	
Prairie	1,752	807	746	61	7.6	
Richland	9,837	3,762	3,554	208	5.5	
Roosevelt	10,365	4,901	4,434	467	9.5	
Rosebud	6,032	3,104	2,847	257	8.3	
Sheridan	5,779	2,472	2,247	225	9.1	
Valley	11,471	4,253	3,904	349	8.2	Persistent
Wibaux	1,465	510	476	34	6.7	
TOTALS	92,152	37,968	35,389	2,579	6.8	
STATE TOTALS	694,409	282,100	263,200	18,800	6.7	

Work Force Area and Item totals may not add due to rounding.

1/ Includes strikers not counted as employed or unemployed.

APPENDIX V

DISADVANTAGED - FY 1972
(Breakdown by Target Group)

CAMPS Area	Total	Youth	Older Workers	Minority	Dropouts	Handicapped
Area I	7,428	796	2,702	1,725	1,261	1,701
Area II	2,709	290	985	629	460	620
Area III	4,136	443	1,504	960	702	947
Area IV	4,541	487	1,652	1,054	771	1,040
Area V	4,539	487	1,650	1,054	771	1,039
Area VI	3,203	343	1,165	744	544	733

The total of all five categories will not equal the total number of disadvantaged persons as some persons may be included in more than one group. The above figures include only those who are considered "poor" and in need of employment assistance.

APPENDIX VI

POPULATION CHANGES - 1960 to 1970

CAMPS Area and County	1960 Pop.	1970 Pop.	% Change
Area I			
Flathead	32,965	39,460	19.7
Lake	13,104	14,445	10.2
Lincoln	12,537	18,063	44.1
Mineral	3,037	2,958	- 2.6
Missoula	44,663	58,263	30.5
Ravalli	12,341	14,409	16.8
Sanders	6,880	7,093	3.1
	125,527	154,691	23.2
Area II			
Beaverhead	7,194	8,187	13.8
Deer Lodge	18,640	15,652	- 16.0
Granite	3,014	2,737	- 9.2
Madison	5,211	5,014	- 3.8
Powell	7,002	6,660	- 4.9
Silver Bow	46,454	41,981	- 9.6
	87,515	80,231	- 8.3
Area III			
Broadwater	2,804	2,526	- 9.9
Gallatin	26,045	32,505	24.8
Jefferson	4,297	5,238	21.9
Lewis & Clark	28,006	33,281	18.8
Meagher	2,616	2,122	- 18.9
Park	13,168	11,197	- 15.0
	76,936	86,869	12.9
Area IV			
Blaine	8,091	6,727	- 16.9
Cascade	73,418	81,804	11.4
Chouteau	7,348	6,473	- 11.9
Glacier	11,565	10,783	- 6.8
Hill	18,653	17,358	- 6.9
Judith Basin	3,085	2,667	- 13.5
Liberty	2,624	2,359	- 10.1
Pondera	7,653	6,611	- 13.6
Teton	7,295	6,116	- 16.2
Toole	7,904	5,839	- 26.1
	147,636	146,737	- 0.6

CAMPS Area and County	1960 Pop.	1970 Pop.	% Change
Area V			
Big Horn	10,007	10,057	0.5
Carbon	8,317	7,080	- 14.9
Fergus	14,018	12,611	- 10.0
Golden Valley	1,203	931	- 22.6
Musselshell	4,888	3,734	- 23.6
Petroleum	894	675	- 24.5
Stillwater	5,526	4,632	- 16.2
Sweet Grass	3,290	2,980	- 9.4
Treasure	1,345	1,069	- 20.5
Wheatland	3,026	2,529	- 16.4
Yellowstone	79,016	87,367	10.6
	131,530	133,665	1.6
Area VI			
Carter	2,493	1,956	- 21.5
Custer	13,227	12,174	- 8.0
Daniels	3,755	3,083	- 17.9
Dawson	12,314	11,269	- 8.5
Fallon	3,997	4,050	1.3
Garfield	1,981	1,796	- 9.3
McCone	3,321	2,875	- 13.4
Phillips	6,027	5,386	- 10.6
Powder River	2,485	2,862	15.2
Prairie	2,318	1,752	- 24.4
Richland	10,504	9,837	- 6.3
Roosevelt	11,731	10,365	- 11.6
Rosebud	6,187	6,032	- 2.5
Sheridan	6,458	5,779	- 10.5
Valley	17,080	11,471	- 32.8
Wibaux	1,698	1,465	- 13.7
	105,576	92,152	- 12.7

APPENDIX VII

PERCENTAGE DISTRIBUTION OF FAMILY MONEY INCOMES BY LEVEL OF INCOME AND MEDIAN FAMILY INCOMES

MONTANA COUNTIES, 1959

Area & County	Percentage in Income Class				Median Income
	Under $3000	3000-5999	6000-9999	10,000 & over	
Area I					
Flathead	20.0	38.8	31.9	9.3	$ 5392
Lake*	32.8	42.0	20.6	4.7	4183
Lincoln	16.8	42.7	32.3	8.3	5483
Mineral	12.7	41.4	37.2	8.8	5758
Missoula	16.4	37.1	34.0	12.5	5769
Ravalli	38.8	38.2	17.3	5.7	3819
Sanders	20.8	44.4	27.6	7.1	4969
Area II					
Beaverhead	24.0	40.4	24.2	11.4	4998
Deer Lodge	13.1	51.5	29.1	6.3	5022
Granite	20.5	46.3	28.3	5.0	4937
Madison	31.5	37.8	23.1	7.6	4470
Powell	18.4	42.9	30.4	8.3	5384
Silver Bow	18.8	42.3	29.7	9.3	5283
Area III					
Broadwater	32.7	45.3	15.2	6.8	3988
Gallatin	21.3	37.2	31.7	9.8	5360
Jefferson	25.0	37.0	25.0	13.0	4989
Lewis & Clark	12.3	31.9	38.2	17.6	6461
Meagher	21.7	43.6	25.8	9.0	4949
Park	20.4	41.0	31.0	7.6	5253
Area IV					
Blaine*	30.8	38.5	21.4	9.4	4416
Cascade	14.2	35.4	36.4	14.0	6032
Chouteau	17.9	37.3	26.8	18.1	5610
Glacier*	28.7	32.7	26.4	12.2	5169
Hill*	14.7	32.7	34.1	18.4	6210
Judith Basin	21.9	39.8	21.7	16.5	5332
Liberty	16.0	35.8	24.5	23.7	5858
Pondera	21.8	39.9	24.1	14.1	5078
Teton	25.1	35.2	24.6	15.0	5267
Toole	12.7	37.0	33.3	17.0	6023
Area V					
Big Horn*	31.0	38.4	21.7	9.0	4375
Carbon	30.4	44.0	20.0	5.6	4336

Area & County	Percentage in Income Class				Median Income
	Under $3000	3000-5999	6000-9999	10,000 & over	
Area V (cont.					
Fergus	24.2	38.5	24.2	13.2	4992
Golden Valley	35.4	38.7	18.4	7.6	4044
Musselshell	27.8	35.8	28.9	7.6	4927
Petroleum	17.8	48.4	26.5	7.3	5418
Stillwater	22.2	44.5	25.9	7.4	4790
Sweet Grass	28.6	38.8	23.4	9.2	4333
Treasure	32.8	37.4	22.6	7.2	4538
Wheatland	21.8	38.0	25.7	14.5	5400
Yellowstone	13.5	34.7	36.1	15.8	6150
Area VI					
Carter	30.2	38.9	17.9	13.1	4199
Custer	21.9	40.8	26.7	10.7	5160
Daniels	29.1	42.2	22.6	6.1	4488
Dawson	18.7	38.6	30.9	11.9	5554
Fallon	26.1	42.4	25.7	5.9	4694
Garfield	46.2	31.1	13.5	9.3	3311
McCone	37.1	35.6	19.0	8.3	3915
Phillips	30.6	42.7	19.3	7.5	4353
Powder River	28.1	35.7	21.4	14.8	4797
Prairie	28.8	39.7	20.8	10.7	4470
Richland	28.6	39.7	23.3	8.4	4462
Roosevelt*	30.7	38.4	22.3	8.6	4562
Rosebud*	31.6	36.9	22.5	9.0	4399
Sheridan	27.9	47 6	18.0	6.5	4550
Valley	21.1	37.0	30.2	11.6	5325
Wibaux	44.0	39.0	13.9	3.2	3431

*Indian Reservation Counties.

Source - U. S Dept. of Commerce, Bureau of the Census, and Montana Economic Study.

APPENDIX VIII

Area 1
Area

TABLE I

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opp. or Persons Served	Comment or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area I	N/A	69	Referrals to Urban & Rural Training Centers
	Hamilton		6	
	Kalispell		20	
	Libby		6	
	Missoula		25	
	Polson		6	
	Thompson Falls		6	
2. Employment Service Activities	Area I	N/A	17,644 (New applicants)	Title III--Social Security Act
	Hamilton		1,856	
	Kalispell		3,900	
	Libby		1,850	
	Missoula		7,950	
	Polson		1,663	
	Thompson Falls		425	
3. WIN	Area I	107,280	82	
	Missoula Center	107,280	82	
4. JOBS	Area I	59,813	20 (6 local offices)	OJT with National Alliance of Businessmen
5. JOP	Area I	20,000	20 (6 local offices)	Entry or Upgrade OJT
6. STEP	Area I	22,615	8 (6 local offices)	Temporary work for unemployed graduates of training programs

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opp. or Persons Served	Comment or Explanation
7. MDTA				
a. Section 231	Area I	Apportionment depends on courses developed.	184	Institutional training & UPTO
	Missoula		35	
	Kalispell		60	
	Indiv. Referral		64	
b. Section 241 (EDA Areas)	Area I		30	Institutional or OJT in EDA Areas
	Flathead Reservation		30	
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area I	354,000	1,200	Complete range of services to the handicapped
	District Offices at Missoula & Kalispel			
Manpower Administration				
1. Operation Mainstream	Area I	57,000	15	Work Experience
	Conf. Salish & Kootenai Tribe	57,000	15	
2. NYC In-School	Area I	29,610	42	
	Conf. Salish & Kootenai Tribe	9,870	14	
	Missoula-Mineral Human Resources Comm.	19,740	28	
3. NYC Out-of-School	Area I	62,330	23	
	Conf. Salish & Kootenai	21,680	8	
	Missoula-Mineral HRC	40,650	15	
4. NYC Summer	Area I	136,589	321	
	Conf. Salish & Kootenai Tribe	53,230	125	Sanders & Lake Counties
	Missoula-Mineral HRC	46,030	105	Missoula & Mineral Counties
	Blackfeet Tribal Council	20,313	48	Flathead, Lincoln & Sanders Co.
	City of Anaconda & County of Deer Lodge	17,016	43	Ravalli County
Bureau of Indian Affairs				
1. Adult Vocational Training	Area I		69	Training on a first-come, first-served basis
	Flathead Reservation		69	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
2. Direct Employment	Area I		5	Placements in Montana and out of state
	Flathead Reservation		5	
3. On-The-Job Training	Not Apportioned			
Office of Economic Opportunity				
Local CAP Agencies	Missoula-Mineral HRC			
Flathead CAP				
Farmers Union				
Green Thumb	Area I		10	Work Experience
	Missoula		10	
Office of the Superintendent of Public Instruction	Area I			
1. Vocational Education			4,950	
-Secondary			3,267	
-Post Secondary (includes Missoula Technical Center and Flathead Valley Community College)			990	
-Adult			693	
2. OSPI also participates with the ES on MDTA Institutional projects				

APPENDIX VIII

TABLE I

Area II
Area

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opp. or Persons Served	Comment or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area II	N/A	38	Referral to Urban & Rural Training Centers
	Anaconda		6	
	Butte		26	
	Dillon		6	
2. Employment Service Activities	Area II	N/A	8,667	Title III--Social Security Act
	Anaconda		1,980	
	Butte		5,360	
	Dillon		1,325	
3. CEP	Area II	800,000	300	Complete range of services to disadvantaged in Silver Bow & Deer Lodge Co.
	Butte CEP Center		300	
4. WIN	Area II	117,792	99	AFDC Cases
	Butte Center		99	
5. JOBS	Area II (3 local offices)	35,888	12 (3 local offices)	OJT with NAB
6. JOP	Area II (3 local offices)	12,000	12 (3 local offices)	Entry or Upgrade OJT
7. STEP	Area II	16,962	6	Temporary work for unemployed graduates of training programs.

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
8. MDTA				
a. Section 231	Area II		13	Institutional & UPTO
	Indiv. Referrals (3 local offices)		13	
b. Section 241 (EDA Areas)	Area II		12	Institutional or OJT in EDA Areas
c. Section 251	Area II		70	Institutional for inmates
	Montana State Prison at Deer Lodge			
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area II	348,000	1,000	Complete range of services to the handicapped
	District Offices at Butte & Warm Springs			
Manpower Administration				
1. NYC In-School	Area II	47,235	67	Work Experience
	City of Anaconda & County of Deer Lodge	23,970	34	
	Butte-Silver Bow Anti-Poverty Council	23,265	33	
2. NYC Out-of-School	Area II	35,230	13	
	City of Anaconda & County of Deer Lodge	35,230	13	
3. NYC Summer	Area II	134,394	321	
	Butte-Silver Bow Anti-Poverty Council	100,760	236	Silver Bow, Beaverhead, Madison Co.
	Anaconda & Deer Lodge County	33,634	85	Deer Lodge, Granite, & Powell Co.
Dept. of Housing & Urban Development				
Butte Model Cities	Area II		309	
1. Sheltered Workshop			95	
2. Development Corporation			250	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
3. Demolition Project			19	
4. Youth in Action			40	
Office of Economic Opportunity				
1. Butte-Silver Bow Anti-Poverty Council	Silver Bow County			
2. Mt. Powell Economic Council	Deer Lodge, Ravalli, Granite & Powell Counties			
Farmers Union				
Green Thumb	Area II		10	
	Silver Bow		5	
	Powell		5	
Office of the Supt. of Public Instruction	Area II			
1. Vocational Education				
-Secondary			2,567	
-Post Secondary (includes Butte Vo-Tech Center)			1,694	
-Adult			513	
			350	
2. OSPI also participates with the ES on MDTA Institutional projects				

APPENDIX VIII

TABLE I

Area III
Area

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area III		37	Referral to Urban & Rural Training Centers
	Bozeman		6	
	Helena		25	
	Livingston		6	
2. Employment Service Activities	Area III		8,094	Title III--Social Security Act
	Bozeman		3,200	
	Helena		4,134	
	Livingston		760	
3. CEP	Area III	800,000	300	Complete range of services to disadvantaged of Lewis & Clark, Broadwater, Jefferson, Meagher Co
	Helena CEP Center		300	
4. WIN	Area III	51,048	39	AFDC Cases
	Helena CEP Center			
5. JOBS	Area III (3 local offices)	35,888	13	
6. JOP	Area III (3 local offices)	12,000	12	
7. STEP	Area III (3 local offices)	16,962	6	
8. MDTA				
Section 231	Area III		21	Institutional & UPTO
	Indiv. Referral		21	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area III	281,000	700	Complete range of services to the handicapped
	District Office in Helena			
Manpower Administration				
1. NYC In-School	Area III	13,395	19	Work Experience
	Rocky Mtn. Dev. Coun.	13,395	19	
2. NYC Summer	Area III	67,510	159	
	Rocky Mtn. Dev. Coun.	46,590	110	Lewis & Clark, Jefferson, Broadwater & Meagher Counties
	Butte-Silver Bow Anti-Pov. Council	20,920	49	Gallatin & Park Co.
Dept. of Housing & Urban Development				
Helena Model Cities	Area III		180	
1. Sheltered Workshop			50	
2. Seed Money Project			100	
3. City Beautification			30	
Office of Economic Opportunity	Area III			
	Rocky Mtn. Dev. Coun.			
Farmers Union				
Green Thumb	Area III		20	Work Experience
	Lewis & Clark County		20	
Office of the Supt. of Public Instruction	Area III			
1. Vocational Education			2,782	
-Secondary			1,694	
-Post Secondary (includes Helena Vo-Tech Center and Bozeman Vo-Tech School)			556	
-Adult			350	
2. OSPI also participates with the ES on MDTA institutional projects				

APPENDIX VIII

Area IV
Area

TABLE I

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area IV		61	Referral to Urban & Rural Training Centers
	Cut Bank		10	
	Great Falls		35	
	Havre		10	
	Shelby		6	
2. Employment Service Activities	Area IV		11,324	Title III--Social Security Act
	Cut Bank		1,374	
	Great Falls		7,690	
	Havre		1,300	
	Shelby		960	
3. WIN	Area IV	172,800	132	AFDC Cases
	Gt. Falls Center		132	
4. JOBS	Area IV (4 local offices)	74,766	25	
5. JOP	Area IV (4 local offices)	25,000	25	
6. STEP	Area IV (4 local offices)	36,750	13	
7. MDTA				
a. Section 231	Area IV		94	
	Great Falls		75	
	Indiv. Referral		19	
b. Section 241 (EDA Areas)	Area IV		257	
	Ft. Belknap Res.		137	
	Rocky Boy Res.		120	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area IV	333,000	1,200	Complete range of services to the handicapped
	District Offices at Great Falls & Havre			
Manpower Administration				
1 Operation Mainstream	Area IV	262,790	69	Work Experience
	Chippewa-Cree (Rocky Boy)	205,790	54	
	Blackfeet Tribe	57,000	15	
2. NYC In-School	Area IV	42,300	60	
	Chippewa-Cree	9,165	13	
	Opportunities, Inc.	23,970	34	
	Hill County Community Action	9,165	13	
3. NYC Out-of-School	Area IV	48,780	18	
	Opportunities, Inc.	48,780	18	
4. NYC Summer	Area IV	304,092	701	
	Ft. Belknap Comm. Council	45,653	107	Blaine County
	Blackfeet Tribe	101,987	241	Glacier, Pondera Toole & Liberty Co.
	Hill County C. A.	34,470	77	Hill County
	Opportunities, Inc.	88,039	206	Cascade & Teton Co.
	Chippewa-Cree	29,670	70	Hill & Chouteau Co.
Bureau of Indian Affairs				
1. Adult Vocational Training	Area IV		33	Training is on a first-come, first-served basis
	Blackfeet		26	
	Ft. Belknap		1	
	Rocky Boy		6	
2. Direct Employment	Area IV		92	
	Blackfeet		41	
	Ft. Belknap		29	
	Rocky Boy		22	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Office of Economic Opportunity	Area IV			
	Opportunities, Inc. (Cascade County)			
	Hill County Community Action			
Farmers Union				
Green Thumb	Area IV		20	
	Cascade		15	
	Chouteau		5	
Office of the Supt. of Public Instruction				
1. Vocational Education	Area IV		4,696	
-Secondary			3,099	
-Post Secondary (includes Great Falls Vo-Tech Center and Northern Montana College)			940	
-Adult			657	
2. OSPI also participates with the ES on MDTA institutional projects				

APPENDIX VIII

Area V
Area

TABLE I

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area V		41	
	Billings		35	
	Lewistown		6	
2. Employment Service Activities	Area V		14,265	
	Billings		13,545	
	Lewistown		720	
3. WIN	Area V	172,800	132	
	Billings Center		132	
4. JOBS	Area V (2 local offices)	74,766	25	
5. JOP	Area V (2 local offices)	25,000	25	
6. SIEP	Area V (2 local offices)	36,750	13	
7. MDTA				
a. Section 231	Area V		155	Institutional or UPTO
	Billings		98	
	Indiv. Referral		57	
b. Section 241	Area V		203	Institutional or OJT in EDA Areas
	Crow Reservation		140	
	Northern Cheyenne		63	
8. Concerted Services Program	Musselshell County	25,500	N/A	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area V	314,000	1,200	Complete range of services to the handicapped
	District Office at Billings			
Manpower Administration				
1 Operation Mainstream	Area V	87,400	23	Work Experience
	Northern Cheyenne Tribal Council	87,400	23	
2. NYC In-School	Area V	53,580	76	
	CAP of Billings & Yellowstone County	28,200	40	
	Crow Tribe	11,280	16	
	N. Cheyenne Tribal Council	14,100	20	
3. NYC Out-of-School	Area V	122,110	47	
	CAP of Billings & Yellowstone County	32,490	12	
	Crow Tribe	65,620	26	
	N. Chey. Tribal Coun	24,050	9	
4. NYC Summer	Area V	211,902	512	
	N. Cheyenne	42,670	100	Rosebud & Big Horn
	Crow Tribe	54,870	130	Big Horn County
	CAP of Billings & Yellowstone County	93,421	233	Yellowstone, Musselshell, Golden Valley, Wheatland, Sweetgrass, Stillwater & Carbon
	Opportunities, Inc.	20,941	49	Fergus, Judith Basin & Petroleum
Bureau of Indian Affairs				
1. Adult Vocational Training	Area V		58	Training is on a first-come, first-served basis
	Crow		54	
	N. Cheyenne		4	
2. Direct Employment	Area V		24	Placements in Montana and out of state
	Crow		2	
	N. Cheyenne		22	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Office of Economic Opportunity	Area V			
Local CAP Agencies	CAP of Billings & Yellowstone County CAP - Crow Tribe CAP - N. Cheyenne			
Farmers Union				
Green Thumb	Area V		10	Work Experience
	Fergus		10	
Office of the Supt. of Public Instruction	Area V			
1. Vocational Education			4,277	
-Secondary			2,823	
-Post Secondary (includes Billings Vo-Tech Center)			855	
-Adult			599	
2. OSPI also participates with the ES on MDTA institutional projects				

APPENDIX VIII

TABLE I

Area VI
Area

INVENTORY OF MANPOWER PROGRAM RESOURCES FOR FY 1972

STATE OF MONTANA

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comments or Explanation
Montana State Employment Service				
1. Job Corps Referral	Area VI		34	Referrals to Urban & Rural Training Centers
	Glasgow		6	
	Glendive		6	
	Miles City		6	
	Sidney		6	
	Wolf Point		10	
2. Employment Service Activities	Area VI		4,670	Title III--Social Security Act
	Glasgow		750	
	Glendive		1,200	
	Miles City		1,420	
	Sidney		700	
	Wolf Point		600	
3. WIN	Area VI	86,400	66	AFDC Cases
	Glasgow Center		66	
4. JOBS	Area VI (5 local offices)	35,888	12	
5. JOP	Area VI (5 local offices)	12,000	12	
6. STEP	Area VI (5 local offices)	16,962	6	
7. MDTA				
a. Section 231	Area VI		13	Institutional & UPTO
	Indiv. Referral		13	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
b. Section 241	Area VI		235	Institutional & OJT in EDA Areas
	Ft. Peck Reservation		235	
Division of Vocational Rehabilitation				
Vocational Rehabilitation	Area VI	220,000	700	Complete range of services to the handicapped
	District Office at Miles City			
Manpower Administration				
1. Operation Mainstream	Area VI	99,070	26	Work Experience
	Assiniboine & Sioux of Ft. Peck	99,070	26	
2. NYC In-School	Area VI	26,085	37	
	Assiniboine & Sioux	26,085	37	
3. NYC Out-of-School	Area VI	31,740	10	
	Assiniboine & Sioux	31,740	10	
4. NYC Summer	Area VI	149,216	358	153 slots in Ft. Peck Res.; rest in Roosevelt, Valley, Sheridan, Daniels, Phillips, Carter, Custer, Dawson, Treasure, Fallon, Powder River, Garfield, McCone, Rosebud, Prairie & Richland Counties
	Assiniboine & Sioux	139,480	335	
	CAP of Billings (Wibaux County)	4,189	10	
	Ft. Belknap Comm. Council (Phillips County)	5,547	13	
Bureau of Indian Affairs				
1. Adult Vocational Training	Area VI		22	Training on a first-come, first-served basis
	Ft. Peck Reservation		22	
2. Direct Employment	Area VI		10	Placement in Montana and out of state
	Ft. Peck Reservation		10	

Name of Program & Component	Breakdown by City, County or Area	Resources Available (Fed., State & Local)	Enrollment Opportunities or Persons Served	Comment or Explanation
Office of Economic Opportunity				
Local CAP Agencies	Area VI			
	Action for Eastern Montana			
Office of the Supt. of Public Instruction	Area VI			
1. Vocational Education			2,949	
-Secondary			1,946	
-Post Secondary (includes Dawson College and Miles Community College)			590	
-Adult			413	
2. OSPI also participates with the ES on MDTA institutional projects				

APPENDIX IX

PLANNED SERVICES FOR TARGET GROUP

STATE OF MONTANA FY 1972

Definition of Disadvantaged

A Disadvantaged Individual, for manpower program purposes, is a poor person who does not have suitable employment and who is either (1) a school dropout, (2) a member of a minority, (3) under 22 years of age, (4) 45 years of age or over, or (5) handicapped. An individual can be a member of more than one of these groups.

An individual is deemed a member of a poor family if he (she) is a member of a family (1) which receives cash welfare payments, or (2) whose annual net income in relation to family size and location does not exceed the following criteria:

Family Size	Income--Urban	Income--Rural
1	$ 1,900	$ 1,600
2	2,500	2,000
3	3,100	2,500
4	3,800	3,200
5	4,400	3,700
6	5,000	4,200
7	5,600	4,700

Individuals who do not have suitable employment are (a) the unemployed, (b) the underemployed, and (c) persons hindered from seeking work.

The following five definitions are also used in determining who is disadvantaged:

School Dropout - A school dropout is a person who has not graduated from high school (completed 12 years of school).

Member of a Minority - Members of a minority are Negroes, American Indians, Japanese, Chinese, Filipinos, Koreans, Polynesians, Indonesians, Hawaiians, Aleuts, Eskimos, Mexican-Americans, Puerto Ricans, and other people with Spanish surnames.

Under 22 Years of Age - Individuals under 22 years of age are called "youth". People are classified as "youth" until they reach their 22nd birthday.

45 Years of Age and Over - Individuals 45 years of age or over are called "older workers". People are classified as "older workers" starting from the date of their 45th birthday.

Handicapped - A handicapped worker is one who has a physical, mental or emotional impairment or chronic condition which could limit work activities. Included are persons with a history of alcoholism and of drug addiction. Parollees, prison releasees, and other persons whom history of law offenses proves to be a barrier to employment are considered to be "handicapped".

PLANNED SERVICES TO EACH GROUP

I. POOR

Disadvantaged

School Dropouts (Appendix IX-A)

Number in target group - 4,509

Number to be served - 3,775 slots
(includes duplication--individuals who obtain more than one service)

Total Cost of Programs - $3,946,518

Minority Group Members (Appendix IX-B)

Number in Target Group - 8,697

Number to be Served - 8,640 slots
(includes duplication--individuals who obtain more than one service)

Total Cost of Programs - $3,208,832

Youth - Under 22 (Appendix IX-C)

Number in target group - 2,847

Number to be served - 6,864 slots
(includes duplication--individuals who obtain more than one service)

Total Cost of Programs - $3,123,875

Older Workers - Over 45 (Appendix IX-D)

Number in target group - 9,661

Number to be served - 11,134 slots
(includes duplication--individuals who obtain more than one service)

Total Cost of Programs - $1,215,260

Handicapped (Appendix IX-E)

Number in target group - 6,080

Number to be served - 15,025
(includes duplication--individuals who obtain more than one service)

Total Cost of Programs - $3,233,624

Other Poor (Appendix IX-F)

Number in target group - 7,187

Number to be served - 5,750

Total Cost of Programs - $917,200

II. NON-POOR

Near Poverty (Appendix IX-G)

Number in target group - 20,674

Number to be served - 11,495

Total Cost of Programs - $535,000

Other Non-Poor (Appendix IX-H)

Number in target group - 54,644

Number to be served - 25,405

Total Cost of Programs - $600,000

Types of Services by Target Group

POOR

DISADVANTAGED

School Dropouts

Intake	3,775
Counseling	1,295
Training & Work Experience	2,275
Job Development	1,735
Supportive Service	1,365
Follow-up	929

Minority Group Members

Intake	8,640
Counseling	801
Training & Work Experience	2,790
Job Development	1,850
Supportive Service	1,100
Follow-up	363

Youth - Under 22

Intake	6,864
Counseling	3,638
Training & Work Experience	4,364
Job Development	799
Supportive Service	1,004
Follow-up	1,079

Older Workers - Over 45

Intake	11,134
Counseling	1,249
Training & Work Experience	1,384
Job Development	281
Supportive Service	254
Followup	281

Handicapped

Intake	15,025 (5000 carryover)
Counseling	4,425
Training & Work Experience	4,575
Job Development	3,555
Supportive Service	3,505
Follow-up	3,955

OTHER POOR

Other Poor

Intake	5,750
Counseling	1,000
Training & Work Experience	750
Job Development	600
Supportive Service	570
Follow-up	600

NON-POOR

NEAR POVERTY

Near Poverty

Intake	11,495
Counseling	1,000
Training & Work Experience	495
Job Development	395
Supportive Service	380
Follow-up	395

ALL OTHER NON-POOR

All Other Non-Poor

Intake	25,405
Counseling	10,000
Training & Work Experience	405
Job Development	405
Supportive Service	395
Follow-up	405

*The figures on types of services for each group are estimates based on received input. Duplication between groups (individuals receiving more than one service) make comparisons between groups extremely difficult.

APPENDIX IX-A

Disadvantaged - School Dropouts

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Job Corps Referral	Employment Service (ESC) (Montana has three Job Corp Centers)	280	N/A	FY	The Employment Service interviews prospective enrollees from all sources, refers eligible individuals to urban & rurul training centers, and provides placement services for program graduates.
Neighborhood Youth Corps	Manpower Administration (DOL)				
Out-of-School	(Contracts are with local Community Action Agencies)	122	330,000	FY	Emphasis has been shifting from attempts to return enrollees to school to job preparation. Basically, a paid work experience program.
Concentrated Employment Program	Butte-Silver Bow Anti-Poverty Coun. with the ES as the provider of services through training centers at Helena & Butte	325	1,040,000	FY	Training centers provide a coordinated program of manpower and supportive services for disadvantaged youth and adults in six counties - Silver Bow, Deer Lodge, Jefferson, Lewis & Clark, Broadwater & Meagher
Employment Service Activities	Employment Service (ESC)	1,500	N/A	FY	23 local offices recruit, test, refer to training, and place job applicants; enhance the employability of the disadvantaged; and provide labor market information. Serve entire labor force but focus on the unemployed

APPENDIX IX-A

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Adult Basic Education	Office of the Supt. of Public Instr.	NO INPUT	268,018 (Federal Funds to combine with local)	FY	Grants to local school districts to provide basic education in a classroom setting for persons with less than eighth grade achievement
Manpower Development and Training Act					
Section 231	Employment Service (ESC) and OSPI	240	412,500	FY	The program interviews referrals from all sources, and provides occupational training or retraining in a classroom setting for the unemployed & underemployed. Eligible persons receive training, subsistence, & transportation allowances.
Section 241	Economic Development Administration (ES administers some programs)	400	473,000	FY	Program provides classroom and on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by EDA
Section 251	Employment Service (ESC) with Montana State Prison	40	220,000	FY	Program provides training, related supportive services, job placement assistance (including bonding), & followup for inmates of Mont. State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.

APPENDIX IX-A

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Job Opportunities in the Business Sector	Employment Service (ESC) (cooperation with National Alliance of Businessmen)	45	140,000	FY	Program encourages private industry to hire, train, retrain, & upgrade disadvantaged unemployed and underemployed 18 years of age and older
Job Optional Program--JOP	Employment Service (ESC)	45	45,000	FY	On-the-job training for the unemployed and disadvantaged. (Replaces the MDTA-OJT program)
Work Incentive Program	Employment Service (ESC) and Department of Public Welfare	360	470,000	FY	Six training centers administered by the ES provide training, child care, & related supportive services designed to move into productive employment persons on the rolls of Aid to Families with Dependent Children (AFDC)
Vocational Education	Office of the Supt. of Public Instr.	418	54,800	FY	Vocational and Technical training for employment
	TOTALS	3,775 (includes duplication)	3,946,518	FY	

APPENDIX IX-B

Disadvantaged - Minority Group Members

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Employment Assistance Program	Bureau of Indian Affairs				
Adult Vocational Training		240	509,000	FY	Vocational training at four national Indian Training Centers
Direct Employment		200	261,000	FY	Job placement within the state (50%) and out of state (50%)
On-the-job Training		250 (last FY)	Contracts funded as necessary	FY	On-the-job training program
Operation Mainstream	Manpower Administration (DOL) (contracts are with Indian Tribes)	133	506,260	FY	Contractors provide counseling, basic education, & work experience for chronically unemployed adults in newly created jobs in community betterment & beautification in rural areas.
Concentrated Employment Program	Butte-Silver Bow Anti-Pov. Council with the ES as the provider of services through training centers at Helena & Butte	80	256,000	FY	Training centers provide a coordinated program of manpower & supportive services for disadvantaged youth & adults in six counties - Silver Bow, Deer Lodge, Jefferson, Lewis & Clark, Broadwater & Meagher
Employment Service Activities	Employment Service (ESC)	5,850	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information. Serve the entire labor force, but focus on the unemployed.

APPENDIX IX-B

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
. Manpower Development and Training Act					
Section 231	Employment Service (ESC) and OSPI	160	275,000	FY	Program interviews referrals from all sources & provides occupational training or retraining in a classroom setting for the unemployed & under-employed Eligible persons receive training, subsistence, & transportation allowances.
Section 241	Economic Development Administration (some programs are administered by the ES)	737	860,000	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment area designated by the EDA
Section 251	Employment Service (ESC) and Montana State Prison	35	200,000	FY	Program provides training, related supportive services, job placement assistance (including bonding), & followup for inmates of Montana State Prison (Deer Lodge), whose scheduled release follows completion of training by no more than six months.

APPENDIX IX-B

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Job Opportunities in the Business Sector - JOBS	Employment Service (ESC) (Cooperation with National Alliance of Businessmen)	30	90,000	FY	Program encourages private industry to hire, train, retrain, & upgrade disadvantaged unemployed & underemployed 18 years of age and older
Jobs Optional Program-JOP	Employment Service (ESC)	30	30,000	FY	On-the-job training for the unemployed & disadvantaged (replaces the MDTA-OJT program)
Work Incentive Program	Employment Service (ESC) & Department of Public Welfare	88	115,200	FY	Six training centers administered by the ES provide training, child care, & related supportive services designed to move into productive employment persons on the rolls of Aid to Families with Dependent Children (AFDC)
Vocational Education	Office of the Supt. of Public Instruct.	807	106,372	FY	Vocational-technical training for employment & upgrading present skills
	TOTALS	8,640	3,208,832	FY	

APPENDIX IX-C

Disadvantaged - Youth

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Job Corps Referral	Employment Service (ESC) (Montana has three Job Corps Centers)	280	N/A	FY	The ES interviews prospective enrollees referred from all sources, refers eligible individuals to urban & rural training centers, & provides placement services for program grads
National Apprenticeship Program	Bureau of Apprenticeship & Training (DOL)	200 (80 new enrollees)	N/A	FY	The BAT (DOL) registers individuals into apprentice programs. The ES provides testing services & unions participate in the individual programs.
Neighborhood Youth Corps	Manpower Administration (DOL) (contracts are with local Community Action Agencies)	2,785	1,541,430	FY	Local CAA's operate these programs which encourage youth to continue in or return to school by providing paid work experience. Emphasis has been shifting to job preparation services particularly in the Out-of-School program.
Summer		2,362	999,430	Summer	
In-School		301	212,000	School Year	
Out-of-School		122	330,000	FY	
Concentrated Employment Program	Butte-Silver Bow Anti-Pov. Coun. with the ES as the provider of services through training centers at Helena & Butte	139	444,800	FY (six month contracts)	Training centers provide a coordinated program of manpower & supportive services for disadvantaged youth & adults in six counties--Silver Bow, Deer Lodge, Jefferson, Lewis & Clark, Broadwater & Meagher

APPENDIX IX-C

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
5. Employment Service Activities (46% of local office applicants are under 22)	Employment Service (ESC)	2,500 new applicants	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants, enhance the employability of the disadvantaged; & provide labor market information Serve entire labor force but focus on the unemployed.
6. Manpower Development and Training Act					
Section 231	Employment Service (ESC) & OSPI	127	217,960	FY	Program interviews referrals from all sources, & provides occupational training or retraining in a classroom setting for the unemployed & underemployed. Eligible persons receive training, subsistence & transportation allowances.
Section 241	Economic Development Administration (ES administers some programs)	214	250,735	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by the EDA.
Section 251	Employment Service (ESC) & Montana State Prison	30	171,300	FY	Program provides training, related supportive services, job placement assistance (including bonding), and followup for inmates of Montana State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.

APPENDIX IX-C

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Job Opportunities in the Business Sector--JOBS	Employment Service (ESC) (Cooperation with National Alliance of Businessmen)	50	150,500	FY	Program encourages private industry to hire, train, retrain and upgrade disadvantaged unemployed & underemployed 18 yr. of age & older
Jobs Optional Program-JOP	Employment Service (ESC)	25	25,000	FY	On-the-job training for the unemployed & disadvantaged (replaces the MDTA-OJT program)
Work Incentive Program WIN	Employment Service (ESC) & Department of Public Welfare	214	280,150	FY	Six training centers administered by the ES provide training, child care, & related supportive services designed to move into productive employment persons on the rolls of Aid to Families with Dependent Children (AFDC)
Vocational Education	Office of the Supt. of Public Instruct.	300	42,000	FY	Vocational & technical training for employment
	TOTALS	6,864	3,123,875	FY	

APPENDIX IX-D

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

Disadvantaged - Older Workers

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Operation Mainstream	Manpower Administration (DOL) (Contracts are with Indian Tribes)	133	506,260	FY	Contractors provide counseling, basic education, & work experience for chronically unemployed adults in newly created jobs in community betterment & beautification, mainly in rural areas.
Green Thumb	Montana Farmers Union	70	NO INPUT	FY	Public service employment program for older and retired low income rural people.
Concentrated Employment Program	Butte-Silver Bow Anti-Pov. Coun. with the ES as the provider of services thru training centers at Butte & Helena	55	176,000	FY	Training centers provide a coordinated program of manpower & supportive services for disadvantaged youth and adults in six counties--Silver Bow, Deer Lodge Jefferson, Lewis & Clark, Broadwater & Meagher
Employment Service Activities	Employment Service (ESC)	9,750	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information Serve the entire labor force but focus on the unemployed.
Manpower Development and Training Act					
Section 231	Employment Service (ESC) and OSPI	44	75,000	FY	Program interviews referrals from all sources, & provides occupational training or retraining in a classroom setting for the unemployed & underem-

APPENDIX IX-D

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
					ployed. Eligible persons receive training, subsistence & transportation allowances.
Section 241	Economic Development Administration (ES administers some programs)	74	86,000	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by the EDA.
Section 251	Employment Service (ESC) & Montana State Prison	20	115,000	FY	Program provides training, related supportive services, job placement assistance (including bonding), & followup for inmates of Mont. State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.
Job Opportunities in the Business Sector--JOBS	Employment Service (ESC) (cooperation with National Alliance of Businessmen)	15	45,000		Program encourages private industry to hire, train, retrain & upgrade disadvantaged unemployed & underemployed 18 years of age and older
Jobs Optional Program-JOP	Employment Service (ESC)	12	12,000	FY	On-the-job training for the unemployed & disadvantaged (replaces the MDTA-OJT program)
Work Incentive Program--WIN	Employment Service (ESC) & Department of Public Welfare	61	80,000	FY	Six training centers administered by the ES provide training, child care, & related supportive services designed to move into productive employment persons on the rolls of Aid to Families with Dependent Children (AFDC)

APPENDIX IX-D

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Vocational Education	Office of the Supt. of Public Instruct.	900	120,000	FY	Vocational & technical training for employment & upgrading of present skills
	TOTALS	11,134	1,215,260	FY	

APPENDIX IX-E

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

Disadvantaged - Handicapped

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Vocational Rehabilitation	Div. of Vocational Rehabilitation	6,000 (Carryover of 5,000, 3,000 new referrals with some cases being closed)	1,850,000	FY	DVR provides intensive rehabilitation services to enable youth & adults who are physically or mentally handicapped to obtain jobs commensurate with their maximum capacilities.
Sheltered Workshops	Butte & Helena Model Cities & Div. of Vocational Rehabilitation	150 (FY 1971)	114,000	FY	Training & work experience in a sheltered workshop.
Concentrated Employment Program	Butte-Silver Bow Anti-Pov. Coun. with the ES as the provider of services thru training centers at Helena & Butte.	165	528,000	FY	Training centers provide a coordinated program of manpower & supportive services for disadvantaged youth & adults in six counties--Silver Bow, Deer Lodge Jefferson, Lewis & Clark, Broadwater & Meagher
Employment Service Activities	Employment Service (ESC)	8,450	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information Serve entire labor force but focus on the unemployed.
Manpower Development and Training Act					
Section 231	Employment Service (ESC) and OSPI	60	105,000	FY	Program interviews referrals from all sources, & provides occupational training or retraining in a classroom setting for the unemployed & underem-

APPENDIX IX-E

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
					ployed. Eligible persons receive training, subsistence & transportation allowances.
Section 241	Economic Development Administration (ES administers some programs)	100	120,000	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by the EDA.
Section 251	Employment Service (ESC) & Montana State Prison	70	399,200	FY	Program provides training, related supportive services, job placement activities (including bonding), & followup for inmates of Mont. State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.
Job Opportunities in the Business Sector--JOBS	Employment Service (ESC)	25	80,000	FY	Program encourages private industry to hire, train, retrain, & upgrade disadvantaged unemployed or underemployed 18 years of age & older.
Jobs Optional Program-JOP	Employment Service (ESC)	25	25,000	FY	On-the-job training for the unemployed & disadvantaged (replaces the MDTA-OJT program)

APPENDIX IX-E

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Work Incentive Program--WIN	Employment Service (ESC) & Department of Public Welfare	110	145,000	FY	Six training centers administered by the ES provide training, child care, & related supportive services designed to move into productive employment persons on the rolls of Aid to Families with Dependent Children (AFDC)
Vocational Education	Office of the Supt. of Public Instruct.	870	266,624	FY	Vocational-technical training for employment & upgrading present skills
	TOTALS	15,025	3,233,624	FY	

APPENDIX IX-F

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

Other Poor

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
1. Employment Service Activities	Employment Service (ESC)	5,000	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information Serve entire labor force but focus on the unemployed.
2. CAP Agencies	U. S. Office of Economic Opportunity	Poverty Level Individuals	N/A	FY	Intake, organization & service to poverty level individuals
3. State Economic Opportunity Office	U.S. Office of Economic Opportunity	Poverty Level Individuals	NO INPUT	FY	Coordinates services to individuals by Non-Indian CAA's
4. Vocational Education	Office of the Supt. of Public Instruct.	Not Available	Not Avail.	FY	Vocational & technical training
5. Manpower Development and Training Act	Employment Service (ESC)	100	18,000	FY	Program interviews referrals from all sources & provides occupational training or retraining in a classroom setting for the unemployed & underemployed. Eligible persons receive training, subsistence & transportation allowances.
Section 241	Economic Development Administration (some programs are administered by the ES)	400	470,000	FY	Program provides classroom and on-the-job training, associated with area economic development for unemployed & underemployed residents of redevelopment areas designated by the EDA.

APPENDIX IX-F

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
Section 251	Employment Service (ESC) & Montana State Prison	70	399,200	FY	Program provides training, supportive services, job placement assistance (including bonding), & followup for inmates of Mont. State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.
6. Jobs Optional Program-JOP	Employment Service (ESC)	30	30,000	FY	On-the-job training for the unemployed & disadvantaged (replaces the MDTA-OJT program)
7. National Apprenticeship Program	Bureau of Apprenticeship & Training (DOL)	150	N/A	FY	The BAT registers individuals into apprenticeship programs & encourages employers & unions in the development of apprenticeship programs.
	TOTAL	5,750	917,200	FY	

APPENDIX IX-G

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

Near Poverty

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
1. Employment Service Activities	Employment Service (ESC)	11,000	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information Serve entire labor force but focus on the unemployed.
2. Manpower Development and Training Act					
Section 231	Employment Service (ESC)	50	N/A	FY	Program interviews referrals from all sources, & provides occupational training or retraining in a classroom setting for the unemployed & underemployed. Eligible persons recieve training, subsistence & trans. allowances.
Section 241	Economic Development Administration (ES administers some programs)	300	350,000	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by the EDA.
Section 251	Employment Service (ESC) & Montana State Prison	30	170,000	FY	Program provides training, related supportive services, job placement activities (including bonding), & followup to inmates of Mont. State Prison (Deer Lodge) whose scheduled release follows completion of training by no more than six months.

APPENDIX IX-G

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
3. National Apprenticeship Programs	Bureau of Apprenticeship & Training (DOL)	100	N/A	FY	The BAT (DOL) registers individuals into Apprenticeship programs. The ES provides testing services & unions participate in the individual programs.
4. Vocational Education	Office of the Supt. of Public Instruct.	Not Available	Not Avail.	FY	Vocational & technical training
5. CAP Agencies	Office of Economic Opportunity	NO INPUT	NO INPUT	FY	Intake, organization & service to poverty level individuals
6. Jobs Optional Program-JOP	Employment Service	15	15,000	FY	On-the-job Training for the unemployed (replaces the MDTA-OJT program)
	TOTALS	11,495	535,000	FY	

APPENDIX IX-H

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

Other Non-Poor

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
1. Vocational Education	Office of the Supt. of Public Instruct.	Not Available	Not Avail.	FY	Vocational & technical training
2. Employment Service Activities	Employment Service (ESC)	25,000	N/A	FY	23 local offices recruit, test, refer to training, & place job applicants; enhance the employability of the disadvantaged; & provide labor market information Serve entire labor force but focus on the unemployed.
3. Manpower Development and Training Act					
Section 231	Employment Service (ESC)	75	125,000	FY	Program interviews referrals from all sources & provides occupational training in a classroom setting for the unemployed & underemployed. Eligible persons receive training, subsistence & transportation allowances.
Section 241	Economic Development Administration (ES administers some programs)	300	350,000	FY	Program provides classroom & on-the-job training, associated with area economic development, for unemployed & underemployed residents of redevelopment areas designated by the EDA.
Section 251	Employment Service (ESC) & Montana State Prison	20	115,000	FY	Program provides training, related supportive services, job placement activities (including bonding), & followup to inmates of Montana State Prison (Deer Lodge) whose scheduled release

APPENDIX IX-H

PLANNED SERVICES FOR TARGET GROUPS, FY 1972

STATE OF MONTANA

PROGRAM OR SOURCE OF FUNDS	NAME OF AGENCY	ENROLLMENT OPPOR. OR PERSONS SERVED	COST OF SERVICES	TIMING & DURATION	TYPE OF SERVICES TO BE PROVIDED
					follows completion of training by no more than six months.
4. CAP Agencies	Office of Economic Opportunity	NO INPUT	NO INPUT	FY	Intake, organization & service to poverty level individuals
5. Jobs Optional Program-JOP	Employment Service (ESC)	10	10,000	FY	On-the-job training for the unemployed (replaces the MDTA-OJT program)
	TOTALS	25,405	600,000	FY	

APPENDIX X

FY 1972 - TRAINING PROGRAMS BY OCCUPATION

PROJECT	SLOT LEVEL
MDTA Section 231 - Institutional proposals	
Statewide	
Individual Referral 1/	187
Part-time Individual Referral - UPTO 2/	10
Area I	
Timber Harvester (Missoula)	20
Saw Filer - UPTO (Missoula)	15
Log Truck Driver (Kalispell)	20
Timber Faller (Kalispell)	40
Area IV	
Pre-vocational & Basic Ed - UPTO (Great Falls)	40
Dinner Cook (Great Falls)	15
Area V	
Pre-vocational & Basic Ed - UPTO (Billings)	50
General Metal Skills - Cluster (Billings)	20
TOTALS	
Regular Institutional	302
UPTO	115
	417

1/ This program was funded, effective on August 3, 1971.

2/ Upgrade part-time and other training.